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Indian Labour Gazette

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No. 8

THE WORKERS OF THE REPUBLIC

BY THE HON'BLE SHRI JAGJIVAN RAM

The welfare of the common man has been the objective of the Constitution of the Republic of India. Every citizen has his assurance of social and economic justice under its provisions, in addition to his rights of franchise and civil liberty. The interests of the mass of workers have determined the directive principles of State policies in the Constitution. These include the protection of life and welfare of the workers, the recognition of their rights to work within the limits of the economy of the country, the provision of public assistance in case of unemployment, old age, sickness, disablement and other cases of undeserved want, the guarantee of adequate means of livelihood; a living wage, and conditions of work ensuring a decent standard of living, and full enjoyment of leisure and social and cultural activities.

Recent Labour Legislation.—Considering the vastness of area, population, diversity of interests, and neglect consequent on long foreign domination, a satisfactory tackling of the economic problem of the country is beset with many difficulties. Nor could the Government hope to achieve any spectacular results within a short time. Yet, a brief examination of the legislative measures enacted and placed on the Statute Book for the benefit of the working class during the last three years reveals that appreciable progress has been made.

India has yet to provide social security measures for her people. The Employees' State Insurance Act, 1948, is a beginning in that direction. It will in the first instance apply only to factory workers, whose number today exceeds two and a half millions. It provides for health insurance and maternity and sickness benefits as well as medical care for employees in factories.

The first attempt to regulate the working conditions of labour in agricultural holdings has been made in the Minimum Wages Act, 1948 which provides for the fixation and periodic review, and revision when necessary, of the minimum rates of wages payable to workers employed in certain scheduled employments, most of which are disorganised and scattered over large areas. These employments include among others, plantations, agriculture, and allied occupations. Taking into consideration the great diversity of economic and social conditions from one part of the country to another, and the general absence of any organization of agricultural labour, the operation of this Act presents formidable difficulties to the Government.

The safety, health and welfare of workers in factories have been regulated in an Act (the Factories Act, 1948) consolidating the laws covering them. It lays down among other things, that in factories employing more than 500 workers, Welfare Officers will have to be appointed to look after the interest of the workers.

among the three parties for future legislation for regulating the conditions of employment and work in tea, coffee, rubber and cinchona plantations, and also on measures for the provision of medical facilities and increase in wages.

Measures to increase Production.—The success of the measures to increase productivity depends, to a very large extent, on the attitude of employers' and workers' organisations to the question of raising productivity. In the past, trade unions concentrated their activities on the question of the distribution of the fruits of production rather than on an attempt to increase productivity. Trade union negotiations with employers, although concerned only with maintaining or increasing the share of the workers in the proceeds of their undertakings, have not been without influence on the level of productivity. But the benefit to production in such cases was rather an incidental result and did not design the consequence of traditional collective bargaining. In the light of this, the fact that trade unions attached greater importance in the national interests and in the interests of workers themselves to measures which aimed at raising production, is certainly evidence of the growth of a progressive outlook of the workers.

While some employers have responded to the call for increased production, others have been less responsive. If all employers recognised the need for sacrifice and came forward to assist Government in its task of setting right the disparity prevailing in the economic levels of the mass of workers on the one hand and the businessmen on the other much of the prevailing frustration and mistrust in employer-employee relations could be removed. Increased productivity can only be maintained when labour and capital, employer and employee, all work with a common impelling motive. Additional profits or wages may provide this motive for the time being, but it cannot have a sustaining force for any length of time.

Collective Bargaining.—The Government of India have always favoured the organisation of a genuine machinery for a collective bargaining for the workers. Trade unionism in India had not previously been organised on a truly national basis, which looked after the interests of the workers and the nation simultaneously.

Employment Service.—With a large-scale migration from Pakistan after partition, the machinery for the employment and resettlement of ex-services personnel has been made available for the resettlement of refugees from Pakistan. Lately, the National Employment Service has been thrown open to unemployed persons of all categories. Although the number of Employment Exchanges has been increased, the organisation is yet too small to be able to tackle effectively the problem of unemployment in the country as a whole. While unemployment has grown on account of business recession and retrenchment in Government and private establishments, the Service has had to tackle additional workload with lesser number of personnel, consequent on the Government's policy of retrenchment. Yet, the efforts of this organisation are bearing fruit, as a large number of private employers are now recognising the essential nature of the Service, and are recruiting personnel with its help. It is hoped that it will be possible to enlarge the activities of this Service on a permanent basis in every district of all the States in future, in line with the other civilised countries of the world.

We have as yet to proceed a long way in the path of social security. The magnitude of the task of uplifting the workers' lot in India, specially after so many years of neglect, could baffle any Government, more so as the resources available are so meagre. Nevertheless, the Government of India is determined to progress towards the avowed goal, the amelioration of the lot of the workers of India, and through them that of the common man. The country can prosper only when the common man—the worker—prosper.

LABOUR CONDITIONS IN THE CEMENT INDUSTRY

The first comprehensive survey into the labour conditions in the cement industry was conducted by the Labour Investigation Committee in 1944-45, and the results of that survey are contained in the Report issued by the committee in 1946. Subsequently the Labour Bureau, with a view to bringing the data contained in that Report uptodate, issued questionnaires to important units in the industry once in 1947* and again in 1948. More recently another questionnaire was issued to the 19 units in the industry and this article is based mainly on the replies received to the questionnaire.

General.—The origin of the cement industry in India dates back to 1904 when the first cement factory was established at Madras. The industry has gradually developed and in 1947 the number of cement works in the whole of undivided India was 24, having a capacity of 2,825,000 tons per annum. Of these, 19 with a potential capacity of 2,245,000 tons fell in the Indian Union after partition. Their regional distribution is as follows:—

Cement Factories in India (1948)†

State	No. of cement factories
1. Bihar	6
2. Bombay	1
3. Hyderabad	1
4. Madhya Pradesh	1
5. Madhya Bharat	1
6. Madras	4
7. Mysore	1
8. PEPSU	2
9. Rajasthan	1
10. Saurashtra	1
Total	19

Employment.—The total number of workers employed in the 17 units* which replied to the questionnaire was 29,450 in January 1950. Of these, 22,918 were men and 6,431 were women. The employment of children is almost non-existent, only two units reporting that they employ children. Even in these, the number so employed is negligible constituting about 4 per cent. in one and .4 per cent. in the other. The following table gives details regarding the employment position in the various units of the industry.

* An article based on the replies to the questionnaire was published in the February 1948 issue of the *Indian Labour Gazette*.

† According to the latest available information there are 22 units at present.

Employment (January 1950)

Centre	Number of workers employed in January, 1950							
	Total	Men	Wo- men	Child- ren	Time- rated	Pieco- rated	Perma- nent	Tempo- rary
Banjari (Bihar)	885	732	153	—	—	—	320	565
Japla (Bihar)	1,106*	1,070	36	—	935	171	1,106	—
Dalmianagar (Bihar)	557	557	—	—	557	—	221	336
Chaibasa (Bihar)	3,568	2,019	1,549	—	1,189	2,379	1,412	2,156
Khalari (Bihar)	1,542	1,111	431	—	869	673	1,513	29
Dwarka (Bombay)	716*	711	5	—	716	—	547	169
Kymore (Madhya Pradesh)	5,994	4,016	1,978	—	2,688	3,306	910	5,084
Shahabad (Hyderabad)	2,618	2,444	174	—	—	—	2,194	424
Banmor (Madhya Bharat)	584	570	14	—	—	—	584	—
Vijayawada (Madras)	692	605	87	—	692	—	247	445
Dalmiapuram (Madras)	1,158	1,158	—	—	857	301	533	625
Madukkarai (Madras)	2,004	1,426	578	—	—	—	1,400	604
Mangalagiri (Madras)	1,219	1,001	218	—	666	553	1,018	201
Dalmia Dadri (PEPSU)	391	388	3	—	228	163	217	174
Surajpur (PEPSU)	2,170	1,908	175	87	1,556	614	629	1,541
Lakheri (Rajasthan)	3,724	2,811	809	14	3,091	633	2,197	1,527
Porbandar (Saurashtra)	522	391	131	—	522	—	502	20
Total	29,450	22,918	6,431	101	14,566	8,793	15,550	13,900

* Excluding labour employed through contractors.

Contract Labour.—Employment of labour through contractors is not uncommon, especially for work in the quarries or for some building work etc. as may be seen from the following table. In a few cases the working conditions, payment of wages etc. are supervised by the managements while in others, the managements do not exercise any control or supervision over the labour employed by contractors.

Contract Labour (January 1950)

Centre	Employed	
	directly	through contractors
Banjari	320	565
Japla	1,106	329
Dalmianagar	557	450
Chaibasa	1,412	2,156
Khalari	1,542	—
Dwarka	716	500
Kymore	4,422	(Approx.) 1,572
Shahabad	2,618	—
Banmor	584	—
Vijayawada	507	116
Dalmiapuram	936	222
Madukkarai	2,004	—
Mangalagiri	1,219	—
Dalmia Dadri	228	163
Surajpur	2,055	115
Lakheri	3,724	—
Porbandar	522	—

Permanent and Temporary.—In most of the units workers are made permanent after the completion of a specified period of service which is, generally, 6 months. In two units all workers are said to be permanent, while in another an overwhelming majority are classified as temporary. The permanent workers enjoy, in most cases, certain privileges as compared to the temporary hands, the most important of these being in regard to leave and notice of discharge. In the unit at Vijayawada only permanent workers are entitled to get dearness allowance.

Recruitment.—There is no special machinery for the recruitment of labour in most of the units. Only in two units there are regular Recruitment Boards for the purpose while in all others recruits are taken on the recommendations of the Heads of Departments and/or Labour or Welfare Officers. Generally, vacancies are notified at the gates and applications are called for. Unskilled labour is mostly recruited locally but skilled labour is often obtained from outside through advertisements or Employment Exchanges. In the case of artisans and skilled workers a trade test also is generally held before they are employed. The unit at Surajpur, due to scarcity of local labour, has had to import labour from Rajputana through the agency of tyndels who are given a commission on the earnings of the labour engaged by them.

Apprenticeship and Training.—It would appear that in most of the units there is no regular system of apprenticeship and training, although some of them do take on some apprentices mainly from among the sons and relatives of employees. Generally the period of training extends over a period of 4 years (5 years in the unit at Surajpur). During the period of training apprentices are paid wages according to their efficiency. After the satisfactory completion of training they are appointed in the existing vacancies on a regular basis.

Length of Service.—Information regarding length of service is available in respect of 23,556 workers most of whom were employed directly. The table below gives the distribution of the workers according to their length of service in the unit in which they were employed.

Distribution of Workers according to Length of Service

Length of Service	No. of workers	Percentage
Below 1 year	5,101	21.7
1 to 5 years	10,520	44.6
5 to 10 years	5,111	21.7
Above 10 years	2,824	12.0
Total	23,556	100

A detailed analysis of the replies from individual units would show that the overwhelming majority of workers in almost all the concerns had a service of between one and 10 years. In two concerns there were no workers with a service of less than 1 year.

Absenteeism.—Percentages of absenteeism computed on the basis of data furnished by some of the units are given in the following table.

Absenteeism in 1949

	January	February	March	April	May	June	July
Japla	10.4	15.0	16.1	15.4	17.2	19.6	13.0
Chaibasa	9.4	15.1	11.7	10.9	9.5	10.9	11.5
Dwarka	8.9	13.4	8.0	7.2	12.4	7.8	10.2
Kymore	13.0	12.0	9.5	17.3	17.2	27.0	21.6
Banmor	15.7	18.9	22.9	19.4	19.3	17.5	16.5
Vijayawada	4.5	7.8	7.5	7.3	8.3	7.6	6.4
Madukkarai	6.6	7.5	7.8	6.1	7.8	9.7	8.5
Mangalagiri	6.0	8.1	6.7	7.4	10.2	7.5	9.6
Dalmia Dadri	9.2	11.5	10.5	9.6	13.5	13.2	11.0
Surajpur	14.1	9.1	11.3	18.5	12.6	9.7	13.7
Lakheri	9.6	9.6	11.0	11.4	4.4	6.4	3.5
Porbandar	18.3	22.8	19.3	15.2	17.0	13.6	13.9

	August	September	October	November	December	Average for 1949*
Japla	17.2	10.4	15.1	9.2	9.3	14.0
Chaibasa	12.7	13.0	12.1	15.1	14.2	12.2
Dwarka	10.7	9.2	5.9	6.5	7.0	8.9
Kymore	22.9	25.5	19.5	19.1	15.9	18.4
Banmor	16.2	15.3	23.3	16.1	12.9	17.8
Vijayawada	6.4	5.2	6.5	6.8	6.8	6.8
Madukkarai	7.7	10.7	11.2	8.3	7.4	8.2
Mangalagiri	5.7	5.1	10.5	10.6	8.9	8.0
Dalmia Dadri	9.2	9.3	7.2	8.5	8.1	10.0
Surajpur	8.2	11.3	14.5	12.7	15.4	12.6
Lakheri	3.5	5.9	5.1	5.0	6.0	6.8
Porbandar	17.0	15.6	16.7	16.9	16.1	16.9

* A simple average of the twelve months.

WORKING CONDITIONS

Hours of Work and Shifts.—Cement Factories, being continuous process factories, work all the 24 hours of the day. Usually there is a general shift of 8 hours' duration, with a spreadover of $9\frac{1}{2}$ to $10\frac{1}{2}$ hours, and three continuous shifts of 8 hours' duration. While the workers in the general shift enjoy a rest period of about $1\frac{1}{2}$ to $2\frac{1}{2}$ hours, those in the continuous process shifts do not get any interval although they are usually allowed about $\frac{1}{2}$ an hour for taking meals etc.

In the general shift Sunday is normally observed as a closed holiday while for continuous process workers there is no uniformity as regards the rest day. Speaking generally, workers in these shifts get a day off in a week by rotation. In addition, workers get 32 hours off after 12 days' work in some units.

In all the factories there is a weekly changeover of shifts according to a schedule. In some of the units night-shift workers are given extra remuneration. For instance, in the factory at Mangalagiri workers in the night shift are given 20% of basic wages extra, while in the unit at Dalmiapuram they are supplied a cup of tea free of charge.

Leave and Holidays.—Besides the paid holidays (1 day after 20 days' work) statutorily prescribed under the Factories Act, all the units grant festival holidays with pay. The number of such festival holidays is generally 4 per year although in one unit it is 7 and in yet another 10. A few units make a distinction in the matter of leave, between permanent and temporary workers. For instance, in the units at Japla, Dalmiapuram and Dalmia Dadri only permanent workers are entitled to sick leave etc., with pay while temporary workers are not. Out of the 5 units which reported that they grant privilege leave to their employees, in 4 units the amount of leave granted is 30 days in a year and in one it is 15 days. In 3 of these units only monthly rated employees are eligible for privilege leave, in one only permanent workers, while in the fifth all workers are entitled to such leave. Casual Leave varying from 7 days to 15 days in a year is granted to workers in 5 units. Twelve units have reported that they grant sick leave ranging from 7 to 21 days in a year to their workers.

It would appear from the replies to the questionnaire that working conditions inside the factories are on the whole satisfactory. Workers are supplied with goggles, masks etc., to protect them from dust and heat in certain departments.

WAGES AND EARNINGS

Basic Wages.—There is no uniformity in the basic wages of workers in similar occupations in the various units in the industry. However, the least skilled workers in all the units controlled by the A.C.C. are paid a uniform minimum basic wage of 12 annas per day. The basic minimum wage of the least skilled worker in the units at Dalmianagar and Japla is Rs. 21 p.m., while it amounts to Rs. 1-8-0 per day (consolidated wage) in the unit at Vijayawada. The daily or monthly basic wage rates for certain important categories of workers in the different centres of the industry are given in the following table.

*Minimum Daily Basic Wages of Certain Categories of Workers in the
Cement Industry (1950)*

	Burners	Fitters	Turners	Welders	Moulders	Millers
Chaibasa	2 2 0	1 12 0	2 8 0	1 12 0	2 8 0	1 5 0
Khalari	4 0 0	1 6 0	1 10 0	1 6 0	2 6 0	1 15 0
Dwarka	2 2 0	2 0 0	2 0 0	2 8 0	2 4 0	1 8 0
Kymore	2 0 0	1 8 0	1 8 0	1 8 0	1 8 0	—
Shahabad	1 5 0	1 8 0	1 7 0	1 10 0	1 12 0	1 0 0
Banmor	3 6 0	1 6 0	1 14 0	2 4 0	1 4 0	1 0 0
Vijayawada	3 0 0	1 0 0	1 15 0	1 12 0	1 1 0	1 5 6
Dalmiapuram*	65 0 0	35 0 0	39 0 0	30 0 0	40 8 0	54 8 0
Madukkarai	1 6 0	1 6 0	1 6 0	1 6 0	1 6 0	1 6 0
Mangalagiri	1 9 0	1 14 0	1 13 0	1 15 0	1 14 0	0 14 0
Dalmia Dadri*	78 0 0	43 0 0	45 0 0	55 0 0	55 0 0	72 0 0
Surajpur	3 0 0	1 12 0	1 5 0	1 13 0	1 4 0	1 12 0
Lakheri	2 14 0	1 12 0	1 14 0	2 2 0	2 0 0	1 4 0
Porbandar	2 14 0	2 1 0	2 1 0	2 1 0	2 1 0	2 1 0

	Greasers	Blacksmiths	Khalasis	Mazdoors (male)	Mazdoors (female)
Chaibasa	0 14 0	1 8 0	2 0 0	0 12 0	0 10 0
Khalari	0 12 0	1 14 0	1 8 0	0 12 0	—
Dwarka	1 1 0	2 4 0	1 2 0	0 12 0	—
Kymore	0 13 0	1 8 0	1 8 0	0 12 0†	0 11 0
Shahabad	0 13 0	1 10 0	1 14 0	0 12 0	0 10 0
Banmor	0 13 0	2 3 0	1 10 0	0 12 0	0 10 0
Vijayawada	0 12 0	1 7 0	—	1 8 0	1 0 0
Dalmiapuram*	31 8 0	40 8 0	38 8 0	20 0 0	—
Madukkarai	—	1 6 0	1 6 0	0 12 0	0 9 0
Mangalagiri	0 12 0	1 10 0	2 2 0	0 12 0	0 10 0
Dalmia Dadri*	36 0 0	43 8 0	45 0 0	33 0 0	—
Surajpur	—	1 4 0	1 2 0	0 12 0	0 9 3
Lakheri	0 14 0	2 0 0	1 2 0	0 12 0	0 10 0
Porbandar	—	2 1 0	1 12 0	1 0 0	—

* Figures relate to monthly basic wages.

† Mazdoors are paid only 11 annas per day during the first six months of service.

Dearness Allowance.—Dearness allowance is paid in all the cement factories but the scales and rates of the allowance differ. It is linked to the cost of living index number in the 4 factories (*viz.*, Madukkarai, Mangalagiri, Dalmiapuram and Vijayawada) in Madras State and in the factory at Dwarka. In Madukkarai, Dalmiapuram and Mangalagiri dearness allowance is paid at the rate of annas 2 per month per point of rise above 100 in the Coimbatore, Tiruchirapalli and Eluru cost of living index numbers respectively. In the factory at Vijayawada also dearness allowance is paid on the above scale to monthly paid employees. The unit at Dwarka compiles its own cost of living index number (with base 1946=100) and pays, in addition to a basic dearness allowance of annas 10 per day, an allowance at the rate of 1 anna for every 10 points rise in the cost of living index number. Since August 1948, the actual amount of dearness allowance paid has amounted to Re. 0-15-0 per day.

In the unit at Japla a flat rate dearness allowance of Rs. 20 p.m. is paid to all workers, while in most of the other units the allowance is graded according to income groups. The rate of the allowance varies from centre to centre and ranges from Re. 0-11-0 per day in Kymore to Rs. 1-2-0 per day in the unit at Surajpur for the least skilled workers. In Kymore and Banmor monthly paid staff getting a basic salary up to Rs. 200 p.m. are paid a dearness allowance of Rs. 25 plus 10% of salary. In the factory at Vijayawada only permanent and monthly paid staff are eligible for the dearness allowance while *mazdoors* who are employed on a temporary basis are paid a consolidated wage of Rs. 1-8-0 per day. The statement below gives details regarding the minimum rate and scale of dearness allowance paid to the least paid workers etc.

Dearness Allowance (1950)

Centre	Minimum dearness allowance	Scale of dearness allowance	Remarks
Banjari	Rs. a. p. 18 0 0 p.m.	Rs. 18 p.m. for those getting up to Rs. 75 p.m.	Graded according to income groups.
Dalmianagar	30 0 0 "	Rs. 30 p.m. for those getting Rs. 21 p.m.	Graded according to income groups.
Japla	20 0 0 "	Flat rate.	
Khalari	1 0 0 per day	Re. 1 per day for those getting up to Rs. 1-2-6 per day.	Graded according to income groups.
Chaibasa	1 0 0 "	Re. 1 per day for those getting up to Rs. 1-2-0 per day	Do.
Dwarka	0 15 0 "	Re. 0-10-0 plus 1 anna per day for every 10 points rise in the cost of living index number constructed by the company (Base 1946 = 100).	Linked to the cost of living index number.
Kymore	0 11 0 "	Re. 0-11-0 for those getting a basic wage less than Re. 0-14-0 per day.	Graded according to income groups.
Shahabad	0 12 0 "	Re. 0-12-0 for those getting a basic wage up to Re. 0-13-0 per day. Extra 12½% for others.	Do.
Banmor	0 12 0 "	Re. 0-12-0 for those getting up to Re. 1 per day. Extra 12½ of basic earnings for those getting wages above Re. 1 per day.	Do.

Dearness Allowance (1950)—contd.

Centre	Minimum dearness allowance	Scale of dearness allowance	Remarks
Vijayawada	Rs. a. p. 37 14 0* p.m.	@ 0-2-0 per point of rise above 100 in the Eluru cost of living index.	(For monthly paid staff only). Linked to cost of living index.
Dalmiapuram	33 12 0*	@ 0-2-0 per point of rise above 100 in Tiruchirapalli cost of living index.	Do.
Madukkarai	36 12 0*	@ 0-2-0 per point of rise above 100 in Coimbatore cost of living index. An additional allowance of 5% for those getting 0-14-0 basic wage.	(For monthly paid staff only). Linked to cost of living index.
Mangalagiri	37 14 0*	@ 0-2-0 per point of rise above 100 in Eluru cost of living index.	Do.
Dalmia Dadri	22 0 0	Rs. 22 for those getting wages up to Rs. 35 p.m.	Graded according to income groups.
Surajpur	1 2 0 per day	Rs. 1-2-0 for unskilled workers. Extra 8½% for skilled and semi-skilled workers.	Do.
Lakheri	0 11 6	Re. 0-11-6 for unskilled workers. Extra 14% for skilled and semi-skilled workers.	Do.
Porbandar	1 0 0	Re. 1-0-0 for those getting up to Rs. 1-4-0 per day. Extra 8½% for skilled and semi-skilled workers.	Do.

* Relates to January 1950.

Other Allowance.—In addition to basic wages and dearness allowance some of the factories also supply food stuffs and other articles at concession rates. The estimated money value of these concessions in the various centres of the industry is given below.

Centre	Money value of concessions (per worker per month)
Banjari	Rs. a. p. 1 2 3
Chaibasa	2 8 0
Khalari	1 1 6
Kymore	3 4 0
Banmor	2 8 0
Lakheri	1 0 0
	to 1 6 0

The factories at Japla, Dwarka, Shahabad, Dalmiapuram, Madukkarai, Mangalagiri, Surajpur and Porbandar are running grainshops where articles are supplied at cost or controlled prices, the managements bearing the establishment charges.

Earnings.—Available information relating to the average wages and earnings of certain important categories of workers in the cement industry is given in the following table.

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN THE CEMENT INDUSTRY (JANUARY, 1950)

Centre	Burners		Millers		Fitters		Turners	
	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Banjari	91 3 2	117 3 11	50 2 0	68 2 0	66 3 3	85 13 3	48 5 4	66 5 4
Dalmia-nagar	—	—	66 5 4	118 1 3	52 5 9	94 9 9	48 12 0	91 0 0
Japla	31 0 0	51 0 0	39 0 0	59 0 0	36 15 6	56 15 6	39 0 0	59 0 0
Chaibasa*	32 0 0	49 0 0	21 12 0	36 13 0	34 1 0	49 4 0	37 2 0	52 15 0
Khalari*	71 14 0	93 1 0	32 12 4	49 0 8	33 3 8	49 8 10	50 6 0	69 4 0
Dwarka	72 11 4	106 0 8	42 13 0	69 15 8	66 4 8	95 8 11	65 2 0	94 6 8
Kymore *	39 6 6	52 14 0	28 0 9	39 14 6	38 14 3	53 5 6	41 1 6	57 12 6
Shahabad*	33 9 0	50 1 0	21 9 0	39 4 0	31 12 0	50 1 0	28 0 0	44 13 0
Bonmor	129 7 6	167 3 6	40 1 0	71 1 0	51 13 0	77 13 6	49 13 9	75 3 6
Vijayawada	98 5 4	135 9 4	49 11 8	86 15 8	54 9 2	91 13 2	63 4 8	100 8 8
Dalmia-puram	83 9 8	123 4 4	55 8 0	94 0 0	43 1 9	81 7 1	51 4 9	89 11 1
Madukkalai	66 5 0	106 5 0	39 9 0	76 11 0	44 7 0	80 4 0	48 8 0	86 10 0
Mangalagiri	119 0 0	155 14 0	31 10 6	71 2 9	59 10 3	98 7 0	54 13 6	96 0 6
Dalmia-Dadri	110 4 0	161 0 0	79 14 3	124 3 0	65 15 9	105 12 0	68 10 0	108 2 6
Sarajpur †	4 8 0	7 8 0	2 3 3	4 5 3	2 8 5	4 13 3	2 6 0	4 9 5
Lakheri	98 14 3	135 0 0	46 13 7	72 13 0	64 10 5	92 8 0	70 10 2	108 12 0
Porbandar	74 12 0	107 0 0	52 7 0	82 12 0	70 7 0	102 4 0	72 5 0	104 4 0

* Figures relate to fortnightly basic wages.

† Figures relate to daily basic wages and earnings.

**AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS
THE CEMENT INDUSTRY (JANUARY, 1950)—*contd.***

Centre	Moulders		Welders		Greasers	
	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Banjari	76 0 0	100 0 0	110 0 0	134 0 0	—	—
Dalmianagar	—	—	44 2 0	86 6 0	—	—
Japla	31 0 0	51 0 0	45 0 0	65 0 0	25 3 0	45 3 0
Chalibasa *	31 1 0	46 8 0	31 9 0	46 13 0	13 11 0	26 4 0
Khalari *	34 2 0	51 11 0	22 15 3	38 4 6	11 14 10	25 6 10
Dwarka	64 11 9	95 0 3	60 0 0	87 8 0	30 12 7	59 4 7
Kymore *	57 14 3	75 5 6	31 8 0	44 8 0	15 3 0	26 13 0
Shahabad*	29 14 0	46 1 0	28 12 0	44 3 0	12 10 0	26 8 0
Banmor	50 0 3	74 11 0	64 2 9	92 4 0	30 8 6	61 0 9
Vijayawada	42 10 10	79 14 10	57 2 6	94 6 6	—	—
Dalmiapuram	43 8 0	82 0 0	61 12 7	99 11 7	33 2 8	69 10 8
Madukkarai	42 6 0	78 6 0	42 8 0	80 4 0	—	—
Mangalagiri	61 0 0	99 12 9	50 3 3	85 6 6	21 10 3	59 14 9
Dalmia Dadri	55 0 0	93 8 0	70 10 6	112 15 0	—	—
Sirajpur	1 12 10	3 11 10	2 7 3	4 10 6	—	—
Lakheri	74 9 9	103 12 0	77 0 4	106 1 0	29 14 4	55 8 0
Porbandar	60 2 0	91 2 0	84 8 0	117 9 0	—	—

* Figures relate to fortnightly basic wages.

† Figures relate to daily basic wages and earnings.

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN THE CEMENT INDUSTRY (JANUARY, 1950)

Centre	Firemen		Trolley-men		Carpenters		Blacksmiths	
	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Banjari	—	—	—	—	49 5 6	67 5 6	43 4 0	61 4 0
Dalmia-nagar	—	—	—	—	39 0 0	81 4 0	29 0 0	64 0 0
Japla	31 11 0	51 11 0	22 8 0	42 8 0	39 0 0	59 0 0	40 10 0	60 10 0
Chaibasa*	18 9 0	32 4 0	—	—	30 4 0	45 8 0	23 14 0	37 11 0
Khalari*	35 4 4	52 2 1	—	—	27 0 3	42 11 6	32 1 6	48 4 9
Dwarka	45 12 3	76 0 6	—	—	45 13 7	71 15 7	78 5 5	109 11 0
Kymore*	14 10 0	24 7 0	—	—	33 8 0	47 12 0	43 4 0	58 7 0
Shahabad*	18 9 0	37 0 0	12 7 0	25 15 0	26 14 0	42 4 0	22 12 0	37 2 0
Banmor	59 7 9	96 9 5	—	—	64 2 9	91 10 0	64 3 0	92 10 6
Vijayawada	28 4 1	65 8 1	—	—	63 15 10	101 3 10	67 0 1	104 4 1
Dalmia-puram	19 2 4	55 10 4	—	—	43 8 0	82 0 0	44 8 0	83 0 10
Madukkarai	—	—	—	—	37 14 0	75 8 0	46 14 0	81 3 0
Mangalagiri	45 12 9	85 11 3	—	—	52 13 0	92 12 0	48 1 3	86 3 3
Dalmia-Dadri	36 5 3	61 3 6	39 0 0	63 8 0	62 4 3	100 8 3	43 8 0	75 0 0
Surajpur	2 9 0	4 14 0	—	—	1 13 9	3 12 9	2 3 9	4 5 0
Lakheri	43 6 5	70 5 0	—	—	55 6 4	75 9 0	58 15 3	84 14 0
Portland	45 8 0	75 5 0	—	—	80 3 0	112 13 0	52 0 0	82 5 0

* Figures relate to fortnightly basic wages.

* Figures relate to daily basic wages and earnings.

**AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN
THE CEMENT INDUSTRY (JANUARY, 1950)**

Centre.	Khalasis		Mazdoors (Male)		Mazdoors (Female)	
	Average basic wages	Average earnings	Average basic wages	Average earnings	Average basic wages	Average earnings
	Rs. a. p.	Ps. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Banjari . . .	30 1 7	48 1 7	23 5 2	41 5 2	15 0 0	33 0 0
Dalmianagar . . .	21 0 8	55 0 8	18 4 11	52 4 11	—	—
Japla . . .	23 2 6	43 2 6	21 0 0	41 0 0	21 0 0	41 0 0
Chalhasa* . . .	31 14 0	47 2 0	9 7 0	20 13 0	7 0 0	18 14 0
Khalari* . . .	24 13 3	40 4 11	10 7 5	23 14 5	8 2 6	21 10 6
Dwarka . . .	35 1 2	59 11 6	25 5 0	50 10 0	—	—
Kymore* . . .	32 0 0	46 8 0	11 12 0	21 14 0	11 4 0	21 10 0
Shahabad* . . .	31 9 0	49 5 0	12 1 0	25 9 0	9 8 0	21 15 0
Banmor . . .	52 8 9	80 7 3	20 7 9	42 7 3	17 2 9	41 6 6
Vijayawada . . .	—	—	46 8 0	46 8 0	15 8 0	52 12 0
Dalmiapuram . . .	43 8 0	81 10 8	20 0 0	56 8 0	—	—
Madukkarai . . .	44 12 0	82 2 0	20 11 0	56 0 0	15 4 0	49 5 0
Mangalagiri . . .	58 11 6	98 12 9	19 10 0	58 14 6	19 2 0	57 9 0
Dalmia Dadri . . .	53 14 3	89 0 3	33 8 9	57 12 0	—	—
Surajpur† . . .	1 6 0	3 3 3	0 13 0	2 5 3	0 9 6	2 0 6
Lakheri . . .	43 0 3	67 9 0	18 12 0	35 10 0	15 0 0	31 2 0
Porbandar . . .	43 14 0	73 9 0	26 0 0	52 0 0	—	—

*Figures relate to fortnightly basic wages.

†Figures relate to daily basic wages and earnings.

Bonus.—The practice of paying an annual profit bonus has been in vogue in the industry for some years now. Details regarding the rates of bonuses paid by the various units in the industry in recent years are given below.

Unit	Rate of Bonus	
	1948	1949
Kalyanpur Lime and Cement Works, Banjari	1½ months' basic wages	Nil.
Rohas Industries, Dalmianagar	1½ months' basic wages	Nil.
Andhra Cement Co., Vijayawada	1 month's basic salary	1 month's earnings (Basic wages plus Rs. 36-8-0, average d.a. for 1948). Nil.
Dalmia Cements, Ltd., Dalmiapuram.	25% of basic wages earned	Nil.
Dalmia Dadri Cements Ltd.	21 days salary	1 month's salary.
11 units under the management of the A.C.C. Ltd.	1/6th of total basic wages earned.	1/6th of total basic wages earned.

Generally these bonuses are paid on the fulfilment of certain conditions regarding attendance, good conduct etc., by the employees. Contract labour is not entitled to the payment of bonus.

HOUSING AND WELFARE

Housing.—In view of the fact that in most cases cement factories are located in rural areas, the managements have had to supply housing for their operatives. Generally, all the skilled staff and a large number of such workers who do not belong to the neighbouring villages are provided housing accommodation by the employers. It may be noted that quite a few of the unskilled labour staff belong to the nearby villages and have their own houses. For instance, out of a total of about 6,000 workers employed in the unit at Kymore as many as 3,500 come from villages within a radius of 5 miles from the factory. Details regarding the number and percentage of workers housed in the various units may be seen from the table below :

Proportion of Workers housed

Centre	No. of workers employed	No. of workers housed	% of workers housed
Dalmianagar	557	70	12.6
Japla	1,106	362	32.7
Chaibasa	3,568	70% of the workers not coming from neighbouring villages.	
Khalari	1,542	315	20.4
Dwarka	716	135	18.9
Kymore	5,994	2,250	37.5
Shahabad	2,618	—	15.0
Banmor	584	200	34.2
Vijayawada	692	73	10.5
Dalmiapuram	936	355	37.9
Madukkarai	2,004	349	17.4
Mangalagiri	1,219	265	21.7
Dalmia Dadri	391	102	26.1
Surajpur	2,170	854	39.4
Lakheri	3,724	1,400	37.6

In a large majority of the units the quarters are rent free. Water and lighting are also provided free of charge. However, in the units at Dalmianagar, Dalmiapuram and Japla, workers are paid a house rent allowance and have in turn to pay house rent for the quarters provided by the employers. Generally the houses provided are of a pucca type. It has been reported that the unit at Kymore gives land free to workers for construction of houses. Most of the units have reported that they have large house building programmes on hand.

Welfare.—As was observed by the Labour Investigation Committee, “the Cement industry can be regarded as being well in advance of others so far as the organisation of welfare activities for their employees is concerned.” Most of the units surveyed have well equipped hospitals in the charge of qualified medical men, in which the workers as well as their families are given free medical treatment. Quite a few have canteens supplying tea and snacks at cheap rates; and almost all have clubs with provision for indoor and outdoor games and reading rooms. A few of these clubs have provision even for swimming pools and cinema shows for the workers. Many of them run cheap grain shops. Educational facilities exist in all the centres. School buildings and their equipments are all supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied free to the workers’ children. Only some of the units employing more than 100 women workers have made provision for creches. A few of these are housed in pucca buildings properly equipped with cradles etc., and are staffed by trained nurses. In the units at Kymore and Madukkarai children attending the creches are given milk free of charge.

PROVISION FOR THE FUTURE OF THE WORKERS

Provident fund schemes and/or schemes of gratuity exist in all the cement factories surveyed. In the A. C. C. factories, however, the benefits of provident fund scheme are extended only to monthly paid employees drawing Rs. 25 p.m. or more and daily rated workers are not eligible to become members of the fund. For the daily-rated workers in these concerns there is a gratuity scheme in operation. The amount of gratuity for a worker who has completed the stipulated period of service, is calculated at the rate of 1 month’s pay for each year of service subject to a maximum of 25 months’ pay. It should be noted, however, that in the cement factory at Chaibasa belonging to the A. C. C., the benefits of provident fund are extended to the daily rated workers also as a result of the recommendations of an Industrial Tribunal. The rate of contribution by the employee to the fund is 1/12th of wages, the employer contributing a like amount. There are no pension schemes in operation in any of these units.

General.—Many of the concerns replying to the questionnaire have reported installation of new machinery, adoption of improved production techniques etc., and a few have reported plans of expansion of their production capacity.

All the units replying, except three (*viz.* Shahabad, Khalari and Dalmia Dadri) have formed Works Committees consisting of representatives of labour and management. These Committees are reported to be functioning satisfactorily.

REPORTS AND ENQUIRIES

LABOUR ADMINISTRATION IN TRAVANCORE-COCHIN

REPORT FOR THE YEAR 1124 M. E.*

As a consequence of the integration of the States of Travancore and Cochin the Labour Departments of these States were integrated into one Department towards the close of the year. The whole of the Travancore-Cochin State was divided into 3 divisions—Northern, Central and Southern—for purposes of labour administration, each division being put under the charge of one Assistant Labour Commissioner with Headquarters at Alwaye, Alleppey and Trivandrum respectively.

Travancore

Labour Legislation.—During the year 1124 M. E. the following Acts were enacted :

- (i) The Travancore Industrial Disputes Act ;
- (ii) The Travancore Minimum Wages Act ;
- (iii) The Travancore Trade Unions (Amendment) Act ;
- (iv) The Travancore Industrial Employment (Standing Orders) Act ; and
- (v) The Travancore Factories Act.

Including these Acts the Labour Department was responsible for the administration of ten Labour Acts. The Rules under the Travancore Industrial Disputes Act and the Travancore Industrial Employment (Standing Orders) Act were framed and published in their final form during the year. A draft of the Rules to be framed under the Travancore Factories Act was published in the Government Gazette dated 10th May 1949.

Factories.—At the commencement of the year there were 665 factories which came under the purview of the Factories Act of 1114 M. E. Towards the end of the year the total number of factories declined to 603, the decrease being mainly due to the adverse conditions of trade. Of the 603 factories, 169 were cashew factories, 155 coir factories and 89 tea factories. On an average, 76,000 workers (about 32,000 men, 32,000 women and 12,000 children) were employed in these factories, as against 79,100 during the previous year.

Accidents.—During the year, 397 accidents were reported to have occurred in factories, as against 455 in the previous year ; of the 397 accidents, 3 were fatal, 40 serious and 354 of minor nature. Six of these accidents caused permanent disability while 68 caused temporary disability.

* The year referred to is the Malayalam Era and roughly corresponds to 1948-49 A. D.

Maternity Benefit.—The number of women, who received maternity benefit during the year, was 623 and the total amount received as benefit was S. Rs. 16,098*. In 240 cases, benefits involving an amount of S. Rs. 6,486*, were given as a result of the action taken by the Lady Inspector of Factories.

Working Hours.—With the coming into effect of the New Factories Act of 1124 (M. E.) the working hours in all factories have been reduced from 9 to 8 per day and from 54 to 48 per week.

Prosecutions.—During the year prosecutions were launched against 14 factory owners. Two of these were in respect of non-payment of maternity benefit to women workers and the remaining 12 were for various offences under the Factories Act.

Workmen's Compensation.—Towards the close of the year, 35 cases of fatal accidents were pending disposal. During the year 22 more cases of fatal accidents were reported. In the course of the year claims in respect of 28 cases of fatal accidents were decided and an amount of S. Rs. 28,202 was disbursed to the dependants of the deceased workmen. During the year, 61 non-fatal accidents were reported. In 10 of these cases liability was disclaimed by the employers. The remaining claims in respect of non-fatal accidents were settled between the workmen concerned and their employers and the memoranda of agreement in these settlements were duly registered by the Labour Commissioner. In 35 cases, lump sum payments of compensation amounting to Rs. 11,949 were made to the injured workmen by the employers concerned, while in the remaining 16 cases half-monthly payments were agreed upon.

Wage Rates.—The rates of wages paid to workers in factories varied from factory to factory and from industry to industry. Even in the case of factories in the same locality there was no uniformity in rates.

Standing Orders.—The Travancore Industrial Employment (Standing Orders) Act, 1124 came into force during the year. The employers of industrial establishments which employ 50 workers and more have to submit to the Certifying Officers draft Standing Orders which they propose for adoption in their concerns. Accordingly 169 draft Standing Orders have been received from the various industrial establishments in the State by the end of the year.

Trade Unions.—The total number of trade unions registered up to the end of the year 1123 M. E. was 247. During 1124 M. E. 143 new trade unions were registered and certificates of registration of 6 trade unions were withdrawn as they ceased to function. Thus the total number of trade unions registered up to the end of the year was 387. Of these unions, 80 were of agricultural workers, 31 of bidi workers, 31 in the printing industry and 28 in the coir industry.

Tripartite Labour Conference.—The second session of the Tripartite Labour Conference was held at Trivandrum on 22nd and 23rd of September 1948. The Conference accepted the Industrial Truce Resolution of the Government of India and constituted a Standing Labour Committee, consisting of three representatives each of labour and of the employers with the Labour Commissioner as the Convener and Chairman. The Committee met twice and at its

* S. Rs. 57=Rs. 56.

second meeting held on 25th March 1949 discussed the various steps to be taken for the implementation of the Industrial Truce Resolution and the necessity for framing a Code of Conduct for Labour and Management.

Works Committees.—Works Committees consisting of representatives of labour and their employers in individual establishments were constituted in certain plantation estates even before the Travancore Industrial Disputes Act, 1124 M. E. was passed. During the year under report such committees were constituted in 55 industrial establishments, including plantation estates.

Industrial Relations Committees.—These Committees had been set up with a view to bringing about a settlement of differences between workers and their employers in the industry concerned. These committees consist of representatives both of employers and workers in the industry. All matters affecting the industry as a whole such as these relating to wages, bonus, etc., are discussed and settled by the committees. At the end of the year 14 committees were functioning in the State.

Industrial Disputes.—During the year, 1,118 disputes arose in various industries. Of these 1,037 were settled during the year and 81 were pending at the close of the year. Sixty-six of the disputes resulted in strikes or lockouts involving 18,506 workmen and a loss of 55,965 mandays. The main industries affected were cotton textiles, cashew factories and plantations.

Cochin

Labour Legislation.—During the year under report, the Cochin Shops and Establishments Act was passed into law. Including this Act 13 Labour Act were in existence in the State.

Factories.—At the commencement of the year there were 156 factories in the State. By the end of the year their number increased to 161. On an average, 25,000 workers were employed in these factories as against 21,381 in the previous year. Of the 161 factories, 37 were tile works, 24 rice mills, 15 oil mills and 13 plywood and match factories.

Accidents.—The number of accidents reported during the year was 353, as against 346 in the previous year. Of these, 2 were fatal, 7 serious and 344 of a minor character. Seven accidents caused permanent disability and 2 temporary disability.

Prosecutions.—During the year there were 4 prosecutions under the Factories Act. Of these, 2 were for failure to submit monthly notice of holidays and the remaining 2 for working overtime without sanction.

Standing Orders.—By the end of the previous year 32 Standing Orders under the Industrial Employment (Standing Orders) Act had been certified. In the course of the year, 19 more Standing Orders were certified.

Maternity Benefits.—Annual returns relating to the payment of Maternity benefits were received only from 118 factories. The number of women workers receiving these benefits was 202, the total amount paid being Rs. 6,692.

Wage Rates.—The rates of wages paid to industrial workers varied from industry to industry and from factory to factory. Many of the factories did not make any distinction between dearness allowance and basic wages. In some of the major factories where such distinction is maintained, the dearness allowance is based on the cost of living index.

Trade Unions.—There were 22 registered trade unions at the commencement of the year and 10 new unions were registered during the year. Registration of 2 unions was cancelled, thus bringing the total number of registered trade unions at the end of the year to 30.

Trade Disputes.—The number of disputes, which arose during the year was 375 of which 303 were settled during the year. The main industries affected were textiles, tile works, rubber estates, oil mills, bidi factories and the cashew industry.

LABOUR CONDITIONS IN THE OIL INDUSTRY IN IRAN

REPORT OF A MISSION OF THE INTERNATIONAL LABOUR OFFICE

In November 1948, the Iranian Government invited the International Labour Office to send a Mission to south Iran with a view to preparing a report giving an objective picture of social conditions in the oil industry and, if necessary, to framing recommendations which the Iranian Government might take into account in giving effect to the resolutions adopted by the I.L.O. Petroleum Committee. The invitation was accepted and a Mission consisting of three I.L.O. Officers went to Iran in January 1950. The Mission examined during January-February 1950 the various labour problems of the petroleum industry and submitted its report to the I.L.O*. This report is summarised below :—

The oil areas in Iran are in the desert surroundings of Abadan. It was in 1911 that the first pipe line to the selected site for the refinery at Abadan was completed. Since then, during a period of less than 40 years, Abadan has grown from a tiny village to a town with a population estimated at 173,000. Its concentration of tens of thousands of workers, nearly all dependent upon the one great refinery is one of the most important factors to be taken into account in any attempt to understand the industry's problems. Added to these facts are the virtual isolation of Abadan and Fields, which are far removed from the other important industrial areas of the country, and the inadequacy of communications of all kinds or of local public services.

There is a striking difference between the qualifications which the local labour possesses and the qualities which the industry needs. The petroleum industry calls for men with every degree of skill to undertake a considerable variety of jobs, whereas the workers available in Iran were at first illiterate, untrained and completely devoid of any industrial background or traditions. Even now, after 40 years of activity, almost every worker taken on by the Company has to be educated, trained and initiated into the ways of industry. In dealing with this labour force account must be

* I.L.O.—*Labour Conditions in the Oil Industry in Iran*, Geneva, 1950, Price 60 cents or s. 6d.

taken of their particular form of family life, their tribal loyalties, their attachment to nomadic habits and the influence of their ancient traditions. In 1949 the number of workers at Abadan employed by the Anglo-Iranian Oil Company was 25,112 (21,674 Iranians and 3,438 Foreigners). Besides, the Company had employed 11,376 Iranian and Foreign workers at Fields.

Recruitment.—There is no apparent over-all shortage of recruits for the industry, though the number of men presenting themselves for employment tends to vary considerably with the seasons. There is, however, a definite shortage of skilled workers. The problem of recruitment, and many of the other personnel problems, are complicated by the high rate of turnover in some of the grades. Many trained workers leave the Company's service every year in order to take jobs in more attractive areas or in their native towns and villages.

Training.—Training is provided by the Company for every kind of job, industrial and commercial, and for every category and grade. Theoretical and practical instruction are successfully combined and the courses have been carefully planned. The Technical Institute at Abadan is considered to be one of the foremost educational institutions in the country.

Wages and Prices.—The Company's wage structure includes definite rates for every grade and category, with provision for increments after periods of satisfactory service and promotion from grade to grade. The Company's wage policy and the wage categories into which its labour force is divided are based on the minimum wage regulations adopted by the Iranian Government in 1946. The grades and the corresponding statutory minimum wage scale are shown in the table below :

Grade	Pay
Unskilled	Minimum wage.
Grade 3	Minimum wage plus 20 per cent.
Grade 2	Minimum wage plus 40 per cent.
Grade 1	Minimum wage plus 70 per cent.
Artisan	Twice minimum wage.
Head of technical department	Two and a half times minimum wage.

The statutory minimum wage for unskilled workmen is fixed annually by the local board for the settlement of disputes and is subject to approval by the High Labour Council. In the province of Khuzistan, which includes Abadan and the oil fields it was 40 rials* a day in 1949. The statutory minimum wage is based on the cost of a number of items which are deemed to be necessary to meet the living requirements of a workman, his wife and two children. Unskilled workers who have completed one year of meritorious service on the minimum basic rate are eligible for an increase of 2 rials a day and after a further two years of continuous service they may be granted a further increase of 2 rials. A similar system of increments for meritorious service is provided for

* At official rates of exchange 1 rial=£0·011

artisans and skilled workers and for foremen. Promotion from one grade to another is subject to a trade test. The minimum wage regulations provide that in places where inflationary prices prevail the employer is required to place at the disposal of his workers the commodities included in the minimum wage schedule at the prices on which the minimum wage is based. The Company has been operating its own food and clothing distribution scheme for the benefit of its employees. According to a computation made by the Company, the availability of Company supplies at controlled prices has made it possible to maintain the cost of the agreed standard of living, upon which the minimum statutory wage is based, at 39.13 rials a day. The same standard of living would have cost the workers 76.87 rials if they had had to make all their purchases in the free market.

Workmen working in areas where living accommodation, etc., are below the normal standard, get certain allowances. The amounts are 30 per cent. of the basic pay (maximum of 20 rials) for the out-station allowance, 100 per cent. for night allowance for vehicle drivers, 75 per cent. for pipe construction allowance, etc. Other allowances are given for driving, work of an exceptionally dirty nature, work necessitating the wearing of heavy protective equipment, working at heights above the ground, etc.

Hours of Work.—Under the Labour Law the normal hours of work must not exceed 8 per day or 48 per week. The Company employees work 43½ hours per week in summer and 44½ in winter. The working week consists of 5½ days, for which workers receive (in accordance with the law) 7 days' pay.

Holidays with Pay.—In addition to the weekly rest day, which falls on Friday, the workers are given seven statutory public holidays, 7 non-statutory public holidays and, after one year's continuous service, 10 days' leave per annum—in all cases without loss of pay.

Turnover.—The turnover of Iranian employees is comparatively large, especially in the lower categories of wage earners. Labour wastage occurs mostly among the newly recruited unskilled workers. Thus, of 8,227 Abadan wage earners leaving employment in 1948, 58.96 per cent. had less than one year's service and 28.20 per cent. less than 2 years' service.

Social Insurance.—Social insurance provisions in operation in Iran provide (a) benefits to wage earners who suffer accidents and illness as a result of employment, and (b) benefits in case of marriage, pregnancy, large families, childbirth, burial and legal aid. The Labour Law also provides for assistance to workers and members of their families in case of accidents or illness not caused by employment and for old-age and disablement benefits, but the regulations for the application of these provisions have not yet been issued and the provisions of the Law are not in force. The Company provides on voluntary basis various benefits, such as medical assistance and free hospitalisation in case of non-industrial accident or illness, the payment of full wages to men who are absent from work through sickness and until they are certified fit for work again, and the payment of more generous retirement allowances than those provided by the law to men who have a long record of service.

Safety.—The Company is giving serious attention to the safety of the workers, both by attempting to make their jobs as safe as possible and by providing safety devices and protective clothing when the risks cannot be removed entirely.

Contract Labour.—The problem of contract labour is a serious one in the oil industry of Iran by reason of the conditions of the country and of the large number of contract workers involved—over 7,000 in Abadan and over 8,000 in Fields. The workers employed by contractors are not so well protected as the Company's employees, principally because the legal provisions are not so strictly applied. The purchasing power of their wages is less, since they do not receive the same advantages as the men employed by the Company in regard to the provision of food and medical aid. The jobs of the contractors' men are also more precarious because the contractors depend almost exclusively on the Company for their business and do not as a rule have alternative sources of employment. The Company has recognised its position in this matter by the insertion of a special clause in contracts, binding the contractor to observe all Iranian legislation affecting conditions of employment and in particular the provisions relating to the minimum wage. It is, however, doubtful whether this clause completely fulfils its purpose.

Housing.—The problem of providing houses for the oil workers is a gigantic one, especially in Abadan, because of the large numbers to be housed, the fact that there have been periods of extremely rapid increase in the population, the almost complete absence of building materials and housing components, and the shortage of qualified building labour. Up to the end of 1949 the Company had built 2,314 houses for married salaried staff, 2,244 rooms for bachelor salaried staff, 5,579 houses for married wage earners and 956 "spaces" for bachelor wage earners. The shortage of housing accommodation is one of the most serious causes of discontent in the Company's areas.

Health Services.—In addition to the usual safety, hygiene and first-aid arrangements inside the plant, there are health services for the prevention of disease and medical services for the various forms of treatment. The preventive services include drainage, sewage, the provision of pure drinking water, anti-malarial campaigns, inoculation and vaccination and the destruction of pests; while facilities for treatment include hospitals, dispensaries and various kinds of clinics. The hospital at Abadan is claimed to be the finest in the Middle East. It has 450 beds.

Trade Union.—Before the second world war trade unionism in Iran was suppressed. At present, the important Federations of trade unions in Iran are the Federation of Trade Unions of Iranian Workers (ESKI) and the Central Council of Unions of Workers and Peasants (EMKA).

The oil workers' unions are, however, separate though links are now being formed between these unions and the organisations in other industries. Trade unions are legally recognised in Iran and are given certain important functions under the Labour Law. The trade union members, however, still stand in fear of arbitrary administrative action and of dismissal or other form of victimization for their trade union activities. Although trade unions exist among the oil workers it cannot yet be said that their organisation is sound or that their activities are fully developed. In regard to the activities of the unions, it would

seem that little attention is paid to the organisation of meetings, the formulation of policy, the dissemination of information and the settlement of problems by way of negotiations with the employers or with the Government authorities. Much of the work of the unions' representatives is concerned with the grievances of individual workers—not only grievances which relate to their working conditions but also complaints in regard to housing, medical treatment, clothing, and other problems of a general and domestic character. Trade unionism in Iran—as in many other industrially under-developed countries—labours under difficulties which are not always known and understood in the countries where industry and trade unionism are well established. In Iran it is difficult for trade unions to collect contributions regularly and to maintain exact records of their membership. As a result of the widespread illiteracy, only a small percentage of the workers are able to read announcements and publications, and a still smaller percentage are capable of keeping books and accounts and conducting correspondence. The sense of solidarity and mutual help which lies behind all trade union activity is not yet sufficiently developed to enable the unions to function with full efficiency.

Labour-Management Relations.—Relations between the Anglo-Iranian Oil Company and its workers are regulated partly by means of voluntary arrangements and partly through machinery established under the provisions of the Labour Law. The voluntary arrangements find their expression in joint departmental committees while the statutory machinery takes the form of works councils, arbitration boards and boards for the settlement of disputes. The provisions of the Labour Law concerning labour-management relations are of great importance, since they embody the tripartite principle of discussion and decision in councils and committees containing representatives of the Government, the employers and the workers. The setting up of these bodies was calculated to improve labour-management relations by making provision for the regular discussion of labour problems at the plant and national levels and by providing procedures for the settlement of disputes. The factory councils give opportunities for discussing problems that arise at the plant level; they appear to deal mainly with welfare problems, grievances and minor disputes, though they are entitled to exercise certain other functions, e.g., in regard to problems of production. The boards for the settlement of disputes seem to be concerned mainly with complaints regarding dismissals and with the fixing of minimum wages. The High Labour Council has given most of its attention to the preparation of draft laws and regulations, the fixing of minimum wages, the application of labour legislation and the supervision of funds. The establishment of the Council was an important development in such a country as Iran. The joint departmental committees set up voluntarily by the Company bring the process of consultation right down to earth, since they deal with problems affecting the workers in each of the various departments of the plant and comprise representatives who are workers themselves. These committees are not yet fully appreciated by the workers, and there is still some reluctance to accept them. This is due in part to a natural slowness in understanding the aims and methods of such bodies and in part, perhaps, to a certain suspicion of them among the leaders of the unions.

LABOUR LAWS AND DECISIONS

LAWS

THE ORISSA EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT) RULES 1951

The Governor of Orissa in exercise of the powers conferred by sub-section (1) of section 96 of the Employees' State Insurance Act, 1948 has published draft of the above mentioned Rules in the *Orissa Gazette* dated January 19, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration on or after 28th February, 1951, along with objections or suggestions which may be received before that date.

VINDHYA PRADESH EMPLOYEES' INSURANCE COURTS RULES 1950

The Chief Commissioner, Vindhya Pradesh in exercise of the powers conferred on him by clauses (a), (b) and (c) of sub-section (1) of section 96 of the Employees' State Insurance Act, 1948 has published draft of the above mentioned Rules for eliciting public opinion in the *Gazette of India* dated 20th January 1951. The draft will be taken into consideration on or after the 31st day of January 1951 along with objections or suggestions which may be received before that date.

MINIMUM WAGES ACT, 1948

(1) *Vindhya Pradesh Minimum Wages Rules, 1950.*—The draft of certain Rules which it has been proposed to make in exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 by the Chief Commissioner, Vindhya Pradesh has been published in the *Gazette of India* dated 13th January, 1951 for eliciting public opinion. The draft will be taken into consideration on or after January 31, 1951 along with objections or suggestions which may be received before that date.

(2) *Fixation of Minimum Rates of Wages in West Bengal.*—In exercise of the powers conferred by section 3 read with clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the Governor of West Bengal has proposed to fix the minimum rates of wages payable to employees under local authorities and for employees in cinchona plantations in the State of West Bengal. These proposals have been published in the *Calcutta Gazette (Extra-ordinary)* dated 15th January 1951 for eliciting public opinion. The proposals will be taken into consideration on or after 12th March 1951 along with objections or suggestions which may be received before that date.

(3) By a notification published in the *Calcutta Gazette* dated January 18, 1951, the Governor of West Bengal has fixed the minimum rates of wages payable to employees in flour mills in the State of West Bengal. According to this notification the total emoluments of an unskilled worker is Rs. 50 (monthly rated) and Rs. 1-14-10 (daily rated). The dearness allowance payable under this notification is linked to the cost of living index numbers.

By another notification published in the *Calcutta Gazette* dated January 25, 1951 the Governor of West Bengal has also fixed for the employees in the flour mills the hours of work, constituting a normal working day, the period of interval for rest, the day for weekly rest, the rate of payment for work on the day for rest, the rate of overtime and the rate of payment for work less than normal working day as specified in the schedule reproduced below :—

“Eight working hours including the daily period of rest shall constitute a normal working day and six such working days shall constitute a week : provided that all the employees in a flour mill or a section thereof may be required by the employer to work up to nine hours on any day subject to the limit of 48 hours in a week of six days or on all the seven days in a week subject to the condition that the total number of days of weekly rest admissible to an employee shall be allowed within the month next following the month in which the day or days of weekly rest has been or have been lost. In such cases, the daily rate of basic wages and dearness allowance shall be proportionately increased.

The periods of work of adult workers in any flour mill shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval of rest for at least half an hour.

The rate of payment for work on the day of weekly rest when no compensatory day of rest is allowed shall be double that of normal basic wage and dearness allowance.

The rate of payment for overtime work shall be double that of normal basic wage and dearness allowance.

For work less than normal working day, when the stoppage is at the instance of employer, the workers shall be paid at normal daily rate. When the stoppage is the result of wilful refusal on the part of employee the above concession shall not be allowed. In such case, the employee shall get wage *pro-rata* for the actual hours worked.

Ordinarily, the weekly day of rest for employees in flour mills shall be Sunday, except in cases of flour mills where days other than the Sunday are allowed as weekly days of rest.”

(4) The Governor of West Bengal under several other notifications has proposed to fix the minimum rates of wages payable to employees employed on road construction, building operations, tobacco manufactories and public motor transport in the State of West Bengal. The proposals have been published in the *Calcutta Gazette (Extra-ordinary)* dated 10th January 1951 for eliciting public opinion. These proposals will be taken into consideration on or after 9th March, 1951 along with any objections or suggestions which may be received before that date.

(5) In exercise of the powers conferred by section 3 of the Minimum Wages Act, 1948 the Governor of Uttar Pradesh has published in *Uttar Pradesh Government Gazette (Extra-ordinary)* dated 17th January 1951, a notification proposing to fix the minimum rates of wages for the employments under local bodies. It has been notified that the proposals will be taken into consideration on or after March 20, 1951 along with objections or suggestions which may be received before that date.

(6) In exercise of the similar powers the Governor of Orissa has proposed to fix the minimum rates of wages payable to employees employed in agricultural operations in that State. The proposals have been published in the *Orissa Gazette* dated January 15, 1951 for eliciting public opinion. These will be taken into consideration on the 15th March, 1951, along with objections or suggestions which may be received before that date.

(7) In exercise of the powers conferred by section 13 of the Minimum Wages Act, 1948 read with section 14 of the said Act the Governor of West Bengal has fixed for the employees in the rice mills in the State of West Bengal the hours of work constituting a normal working day, the period of interval for rest, the day for weekly rest, the rate of payment for work on the day for rest and the rate of over-time as specified in the schedule reproduced below :—

“ Eight working hours including the daily period of rest shall constitute a normal working day and six such working days shall constitute a week : provided that all the employees in a rice mill or a section thereof may be required by the employer to work up to ten hours on any day subject to the limit of 48 hours in a week of six days or on all the seven days in a week subject to the condition that the total number of days of weekly rest admissible to an employee shall be allowed within the month next following the month in which the day or days of weekly rest has been or have been lost. In such cases, the daily rate of basic wages and dearness allowance shall be proportionately increased.

The periods of work of adult workers in any rice mill shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval of rest for at least half an hour.

The rate of payment for work on the day of weekly rest when no compensatory day of rest is allowed shall be double that of normal basic wage and dearness allowance.

The rate of payment for overtime work shall be double that of normal basic wage and dearness allowance only when the total hours of work in a week exceed 48 hours in a period of six days.

Ordinarily, the weekly day of rest for employees in rice mills shall be Sunday, except in the case of rice mills, where days other than the Sunday are allowed as weekly days of rest.”

INDUSTRIAL DISPUTES (MYSORE) RULES, 1950

The draft of certain Rules, which the Government of Mysore propose to make in exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 has been published in the *Mysore Gazette* dated 18th

January, 1951 for eliciting public opinion. The Government of Mysore have notified that the draft will be taken into consideration on or after 1st February 1951 along with any objections or suggestions which may be received before that date.

HYDERABAD INDUSTRIAL STATISTICS (LABOUR) RULES 1951 AND HYDERABAD INDUSTRIAL STATISTICS INDUSTRIAL AND LABOUR DISPUTES) RULES

The Government of Hyderabad in exercise of the powers conferred by section 14 of the Hyderabad Collection of Statistics Act, 1357 F have published drafts of the above mentioned Rules for eliciting public opinion in the *Gazette of Hyderabad* dated 11th January, 1951 and 4th January 1951, respectively. It has been notified that the above drafts would be taken into consideration within one month from the date of their publication in the *Gazette*.

DECISIONS

DEARNESS ALLOWANCE IN BOMBAY SILK MILLS

DECISION OF THE INDUSTRIAL COURT

The Order of the Wage Board regarding dearness allowance, to the workers in Bombay Silk Mills has been summarised in the December 1950 issue of the *Indian Labour Gazette*. The workers had asked for neutralization of increased cost of living since 1939 at the rate of 75 per cent. on the basis of the basic wages of all workers i.e., Rs. 30/- per month. The Wage Board found that if the demand was granted it would cost to the mills a sum of about Rs. 336,664 a year at the cost of living index as it stood in April 1950, i.e., 367. It was definitely of opinion that the mills would be unable to bear this additional cost and accordingly it refused to grant the workers' demand. It held that not more than 67.5 percent. neutralization could be granted and ordered accordingly.

An appeal was preferred from this decision of the Wage Board to the Industrial Court, Bombay. After reviewing the findings of the Wage Board the Court observed that four main considerations could legitimately be urged against accepting the conclusion of the Board :—

- (1) It is to be remembered that the minimum wage in the industry is Rs. 30/- a month and that the neutralization of the increased cost of living since 1939 is to be effected with reference to the basic earnings or minimum wage of Rs. 30 per month; so that on higher basic wages an operative would get comparatively a lesser proportion of his wages as dearness allowance and even as regards those who are in receipt of the minimum wage, which is a wage on the bare subsistence level, the more the rate of neutralization falls below 100 per cent. the more he is pushed below the subsistence level as the cost of living increases.
- (2) The Board have, on material which must be considered rather unsatisfactory, been compelled to make conjectures on the basis of certain statistical results that the mills would be unable to

bear the burden that would be entailed if the workers' demand was conceded. That demand could at best be based on guess-work as to the mills' profits and in this instance appears to have been based on the rate of neutralization awarded by the Industrial Court in the earlier appeal; it is noteworthy that on the present occasion the union has refrained from pitching its demands as high as on the last occasion. In these circumstances it was for the mills to show that they were unable to bear such burden. The fact that a large number of mills did not submit audited accounts and balance sheets emphasises this aspect of the question and shows that the mills have failed to discharge the duty which lay upon them on this point.

- (3) The Board compared the profits, etc., of the two sets of mills in the two references for different periods, *viz.*, for the period 1943 to 1947 in the earlier reference and the period 1946-47 to 1948-49 in the present reference. It might be that in the latter period the profits were not so high as in the earlier period, but one would expect that that would be the case in all mills generally and not in respect of the mills under the present reference alone; so that if a higher rate of neutralization was permissible in respect of the mills under the earlier reference, it is possible that if their case was considered in respect of the latter period under the present reference a different conclusion might have been reached. To a certain extent the Wage Board has been misled in comparing the results relating to different periods in the case of the mills.
- (4) In paragraph 8 of the Wage Board's order under appeal it has considered four matters, *viz.*, the average range of gross profit, the dividend, depreciation and reserves. If it is mistaken in its conclusion as to the dividends it is not possible to say what would have been its general conclusion if the correct position as to that point had been realised. It was possible to reach the conclusion that the increase in the rate of dividend sufficiently offsets the disadvantageous position of the present mills as regards the three other criteria and adopted.

The Court came to the conclusion that the principles applicable and the proper approach to the problem under consideration had not been sufficiently appreciated by the Board and that this was a case in which the demands made by the employees deserved to be granted *in toto*. Accordingly the Court directed that the rise in the cost of living over the August 1939 level should be neutralized to the extent of 75 per cent. instead of 67.5 per cent.

DECISION IN THE DISPUTE BETWEEN MESSRS. DALMIA JAIN AIRWAYS LTD. AND THEIR EMPLOYEES

Recently, the Calcutta High Court gave a decision* under Sections 2(vi) and 15(1) of the Payment of Wages Act, 1936. The decision was given by a Special

* Full text of the High Court judgment appears on pages 193-94 of the January 1951 issue of the *All India Reporter*.

Bench consisting of the Chief Justice and two other judges of the High Court on a petition under Article 227 of the Constitution of India. A brief summary of the case is given below.

Shri Sukumar Mukherjee was an employee of Messrs. Dalmia Jain Airways, Ltd. Under the terms of his employment, the employee was entitled to a month's leave on full pay every year. The employers, wishing to terminate his services, gave him a month's wages and terminated his employment summarily. The employee made a claim in the Court of the Authority under the Payment of Wages Act for a month's pay in lieu of the period of leave which he was unable to make use of. The Court held that the employee was entitled to his claim. Against this decision of the Court of Authority the employers applied to the High Court under Article 227 of the Constitution of India and prayed that the order of the Lower Court be set aside or varied.

It was contended on behalf of the employee that the High Court had no authority to interfere in the matter. On this point the High Court gave its decision as under : " Though this Court has a right to interfere with decisions of Courts and Tribunals under its power of superintendence, such right should be exercised only in cases where the Courts have clearly done something which they were not entitled to do. The power must be used to keep the Courts below within the bounds prescribed by law for such Courts ".

It was argued on behalf of the employers that they were entitled to give the employee a month's notice and the latter would be under an obligation to work during that month for his wages. The employers did not insist on that, but paid the employee a month's wages and told him to go immediately. Dismissing the petition of the employers the Chief Justice observed : "*The most that can be said, if anything can be said, is that the Court erred in law in treating a month's wages in lieu of leave as due. Further it appears to me that there is no injustice in this case. The employers, for reasons best known to themselves, desired to get rid of this employee immediately. They made it impossible for him to take his month's leave and the order of the Court below even if it was not legally justified, could never be described as unjust or harsh*".

LABOUR INTELLIGENCE

INDIAN

INDUSTRIAL DISPUTES IN INDIA DURING DECEMBER, 1950

The end of the year 1950 showed a considerable improvement in industrial relations as the number of work-stoppages resulting from industrial disputes dropped from 83 in November to 67 in December and the number of workers involved declined from 56,736 in November to 40,761 in December. The resultant time-loss in December was about 160,418 man-days as compared to a loss of 313,837 mandays during the previous month. Five of the disputes during the month under review involving 4,389 workers resulted in lockouts and accounted for a time-loss of 49,614 man-days.

There were, in addition, thirteen work-stoppages not connected with industrial disputes and these involved 88,155 workers. The time-loss due to these stoppages was about 85,841 man-days.

Bombay continued to report the largest number of disputes. A major portion of the time-loss however was suffered by West Bengal where a number of big strikes and lockouts took place during the month. Uttar Pradesh and Madhya Pradesh also recorded considerable time-losses although the number of disputes in these states was comparatively small.

Protesting against the reduction in the number of doffer boys employed and demanding 10 days casual leave with pay every year, 302 workers of the Kamala Mills, Bombay struck work on the 7th December. Consequently the management closed all excepting the folding, engineering and silk departments thus affecting an additional 2,983 workers. The striking workers returned to work unconditionally and work was resumed on the 9th December. The number of man-days lost on account of this stoppage was 4,713. Demanding payment of $1\frac{1}{2}$ month's wages as bonus for the year 1949 over 1,100 workers of six textile mills in Bombay including a cotton mill (excluded from the award), three silk mills and two other textile mills struck work towards the end of the month. While in four cases the workers returned to work on the 29th, in two others the strikes were in progress at the end of the month. Three of the strikes were unsuccessful and in one the result was indefinite. Demanding payment of bonus and protesting against the cut in house rent allowance for workers staying on the race course premises, 1,267 workers of the Royal Western India Turf Club Ltd., Bombay struck work on the 9th December. As a result of negotiations, the management agreed to the demands and the workers resumed work on the 11th. The strike accounted for a loss of 3,168 man-days.

About 1,420 workers of a number of hotels in the Bombay city went on strike on the 25th December demanding increase in wages and dearness allowance, introduction of provident fund scheme, payment of bonus, etc. The strike was in progress at the end of the month.

In West Bengal, 800 workers of the Mahalaxmi Cotton Mills, Palta were on strike from 11th November, 1950 in pursuance of their demands for pujah bonus, etc. The State Government who intervened in the dispute decided to refer the matter for adjudication and prohibited continuance of the strike. Work was thus partially resumed from 4th December although some of the strikers failed to return. About 4,000 workers of the Clive Jute Mills, Kidderpore were locked out on 19th December following an alleged illegal strike by the workers on the previous afternoon and assault on the Manager. The lockout was in progress at the end of the month. All the 2,500 workers of Burn and Co.'s refractory and ceramic works at Raniganj went on strike on 5th December protesting against the dismissal of a worker. The strike was however called off on the 15th December following Government's order prohibiting the strike under Sec. 10 (3) of the Industrial Disputes Act, 1947. The Dock Mazdoor Union, Calcutta brought about a practical suspension of work in the Calcutta Port by making the workers adopt a go-slow policy with a view to enforcing its demands relating to recognition of the union, guaranteed minimum wages, increase in dearness allowance and overtime payments. About 7,000 workers were reported to be participating in this slow-down strike and the out-turn of work is said to have gone down by about 30 per cent. The strike* was in progress at the end of the month. About 1,000 workers employed by a trimming labour contractor in the same port struck work on the 28th December protesting against non-payment of dues claimed. The strike was in progress. Workers of the new wagon shed in the said port were also reported to be on strike since 27th December demanding increased wages and better terms of service.

In Madhya Pradesh 658 workers of the Empress Mills No. 1 and 2, Nagpur were on strike from 20th December to 30th December as a protest against the discharge of a weaver. As a result, an additional 775 workers were also kept idle. Work was however resumed unconditionally on the 30th December through the intervention of the Labour Officer.

Workers of the Swadeshi Cotton Mills, Kanpur struck work on 12th December protesting against the play-off of workers due to non-availability of power. As a result of direct negotiations, the management agreed to take back all the played off workers on receipt of additional power-supply and the workers, numbering 5,258 resumed work on the next morning. About 510 workers of the Cawnpore Textiles Ltd., Kanpur went on strike on the 25th December refusing to obey certain instructions given by the management. An additional 1700 workers were reported to be involved indirectly. No settlement was reported by the end of the month. A strike which started on 24th November in the L. M. Sugar Factories and Oil Mills Ltd., Pilibhit involving in all 773 workers directly or indirectly terminated on the 8th December on the intervention of the District Magistrate and other authorities. The demands, which have been partly accepted, included arrangements for water supply, reinstatement of dismissed workers etc.

A major portion of the time-loss recorded during the month was suffered by the cotton, jute and other textile industries. Among the others which

* The strike has not been included in the statistics as there was no cessation of work.

accounted for considerable time-losses were the groups "food, drink and tobacco" and "wood, stone and glass". A table showing a detailed industrial classification of the man-days lost during the month with comparative figures for the preceding two months is given below. More detailed statistics for the month are published elsewhere in this Gazette.

MAN-DAYS LOST DUE TO INDUSTRIAL DISPUTES

Industry	December, 1950	November, 1950	October, 1950
<i>Textiles :—</i>			
Cotton	40,590	76,729	2,008,437
Jute	44,000	80	2,696
Others	5,163	5,409	19,460
Engineering	4,673	31,539	7,940
<i>Minerals and Metals</i>			
Iron and Steel	—	—	—
Others	29	147	—
Food Drink and Tobacco	10,081	18,334	22,981
Chemicals and Dyes	4,362	15,596	991
Wood, Stone and Glass	24,266	—	15,147
Paper and Printing	Not known	43	2,804
Skins and Hides	—	325	138
Gins and Presses	—	—	—
<i>Mines</i>			
Coal	8,054	159,942	143,217
Others	—	815	—
<i>Transport</i>			
Railways	1,925	225	20,988
Others	655	76	5,676
Docks and Ports	3,126	—	3,722
Plantations	—	—	1,538
Municipalities	85	Not known	2,385
Miscellaneous	13,409	4,577	6,128
Total	160,418	313,837	2,264,248

LABOUR NEWS FROM STATES

AJMER

December, 1950

The award of the Industrial Tribunal in the matter under dispute between the Municipal sweepers and the Municipal Committee, Beawar, has been announced. This award grants an increase in the scale of pay of the sweepers from Rs. 10-1-13 to Rs. 15-1-18. The dearness allowance remains at the existing level of Rs. 25 per month.

The State Government have appointed a committee under section 5(1)(a) of the Minimum Wages Act to hold enquiries and advise them in fixing minimum rates of wages in respect of employment under mica works.

About 23 complaints in respect of irregular payment of wages, irregular discharge of workers, etc., were investigated by the Conciliation Officer.

ASSAM

December, 1950

The members of the Cachar Plantation Committee visited some gardens in the Cachar district and heard the views of the local managers and workers.

Normal factory work in tea gardens ceased during the month on account of the end of the season.

During the month 92 complaints were investigated by the Labour Officers. Of these, 28 related to discharge, 3 to wages, 7 to retrenchment, 11 to non-payment of arrears and the remaining 43 to miscellaneous causes.

BHOPAL

December, 1950

The Industrial Tribunal awarded to the workers of the New Bhopal Textiles Ltd., bonus equal to one-sixth of their basic earnings. The first instalment of bonus was paid to the workers on the 20th December 1950.

During the month under report 19 complaints were investigated. Most of the complaints related to wages, bonus, fines, dismissals and suspensions.

BIHAR

December, 1950

A conference of representatives of employers and workmen in the Sugar Industry was called by the Commissioner of Labour, Bihar, on 4th and 5th December 1950 to discuss and settle the outstanding disputes of the 1949-50 season. An important decision reached at the conference was that the general procedure for retrenchment evolved at the meeting of the Central Labour Advisory Board held at Ranchi in September last should be followed.

Most of the sugar factories in Bihar have started their crushing season and paid bonus as well as retaining allowance to their workers according to the terms of the Appellate Tribunal.

The bidi manufacturers of Manbhum have resumed work consequent upon a settlement between the managements and workers regarding the minimum wage.

The Assistant Commissioner of Labour, Bhagalpur, who was required to report on the conditions of work and wage rates of the workers in the employments of road construction or building operations and stone breaking or stone crushing, has submitted his report to the Government.

During the month under report, 7 trade unions were registered under the Indian Trade Unions Act, 1926, bringing the total number of registered trade unions to 486 at the end of the month.

BOMBAY

December, 1950

An enquiry into conditions of Labour in chemical and pharmaceutical concerns in the Bombay City was started during the month.

On 1st December 1950, there were 577 registered trade unions in the State. During December, 8 new unions were registered, thereby bringing the total number of registered unions to 585 at the end of the month.

A joint committee constituted in a sugar undertaking was entered in the list of joint committees, bringing the total number of joint committees registered as at the end of December 1950 to 121.

The State Government have appointed under the Minimum Wages Act, 1948 two committees to advise them in respect of (a) employment under any local authority, and (b) employment in the salt pan industry.

DELHI

December, 1950

The general employment situation continued to be more or less normal though there was some set-back in iron foundries and hosiery industry due to retrenchment.

Registration of 11 unions was cancelled for non-submission of 1949-50 returns under the Indian Trade Unions Act.

Twenty complaints (16 individual and 4 collective) were received during the month. Of these, 8 were settled in favour of the workers, 4 were rejected and the remaining 8 complaints were still under investigation. Most of these complaints related to non-payment of wages.

During the month under report, 3,904 inspections were made under the Punjab Trade Employees Act as applied to Delhi and legal action was taken in 352 cases. The Court decided 222 cases and imposed fines amounting to Rs. 4,440.

Twenty-four factories were inspected under the Factories Act and the Payment of Wages Act and 14 boilers under the Indian Boilers Act. Five new factories were registered during the month.

HYDERABAD

November, 1950

During the month of November, 87 accidents were reported; of these, 3 were fatal and 3 serious. Thirty-five of these accidents were in the textile industry and 9 in the engineering industry. Compensation for one fatal accident, one permanent and 11 temporary disablement cases, paid during November, amounted to O.S. Rs. 2,393.

During the same month, 72 individual complaints were investigated by the Government Labour Officers. Of the cases reported and pending, 71 have been settled. Most of the complaints related to dismissals, wages and payment of arrears.

MADHYA BHARAT

December, 1950

The Indore Textile Enquiry Committee, appointed by the Madhya Bharat Government, decided at one of its meetings, to set up a tripartite central committee to deal with the problems of *badli* control and of establishment of works committees in the textile mills.

On behalf of the employers of textile mills and the representative union of Ujjain, an agreement was recorded before the Labour Commissioner, the agreement laid down rules regulating leave with wages under the Factories Act, 1948, so far as the textile mills in Ujjain were concerned.

During the month, 36 complaints were recorded; of these, 19 related to employment, 9 to wages, 3 to working conditions, 2 to industrial relations and 3 to miscellaneous causes. Thirteen complaints were successful, 4 unsuccessful and 7 were rejected; the remaining 12 complaints were pending.

MADHYA PRADESH

December, 1950

The State Government have constituted the Madhya Pradesh Housing Board, with the Chief Parliamentary Secretary as its Chairman, and have notified that the Madhya Pradesh Housing Board Act, 1950 would come into force in the State from 1st January 1951.

All the Civil Surgeons in the State have been appointed as Certifying Surgeons under the Factories Act, 1948 in respect of all the factories falling within their respective jurisdiction.

The wage Board in its meeting held on 20th December 1950 decided that minimum rates of wages in tanneries and leather goods manufactories in the State should be fixed at piece rates prevailing during the year 1950 and by adding another 10 per cent. for the rise in the cost of living.

A meeting of the State Labour Advisory Committee was held on 21st December 1950 with Hon'ble the Chief Minister in chair. The meeting considered a report on medical and other facilities provided by factories and also the cotton position in the textile mills. The standing Committee (Textiles) also met on the same day. It examined the report of the Bonus Sub-Committee, reviewed the work done by the Normal Complement Sub-Committee and discussed the action taken by individual mills on the Committee's resolution relating to the question of retirement of surplus and *badli* workers on payment of gratuity.

The decision taken by the Coal Committee, Parasia, in September last regarding grant of cash in lieu of cheap grains to the colliery workers of Chhindwara District was rescinded at the meeting held on 22nd December 1950 at the intervention of the Deputy Commissioner, Chhindwara.

Under the C. P. and Berar shops and Establishments Registration Rules, 1949, 133 establishments were registered and registrations of 328 establishments were renewed. Prosecutions against 7 establishments were launched.

Four trade unions were registered under the Indian Trade Unions, Act, 1926.

The Labour Officers and the Inspector of Shops and Establishments investigated 17 complaints during the month. Classified according to causes the complaints related to: wages 10, reinstatement 1, bonus 1, overtime payment 1, and miscellaneous 4.

MADRAS

December, 1950

Eleven disputes were referred to Industrial Tribunals for adjudication and 9 awards of Industrial Tribunals were published in the *Fort St. George Gazette*.

During the month, 706 complaints were investigated by the Labour Officers of the State. Of these complaints, 174 related to dismissals and dis-

charges, 169 to wages, 74 to bonus, 11 to dearness allowance, 2 to suspension, 24 to leave, 47 to service conditions, 3 to food supply and 202 to miscellaneous causes.

There were 502 accidents in various factories ; of these, 128 were in cotton spinning and weaving mills, 104 in railway workshops, 50 in sugar mills industry and 41 in ship repairs works.

The number of factories on the registers at the beginning of the month was 9,871 ; during December, 374 new factories were registered, while 52 factories were removed from the registers. The total number of factories on the registers at the end of the month was 10,193.

There were 551 trade unions on the register on 30th November, 1950. During the month, registrations of 5 unions, were cancelled, thereby bringing the total number of registered trade unions at the end of the month to 546.

MYSORE

December, 1950

The Regional Labour Commissioner (Central), Madras, visited the Kolar Gold Fields on 12th December 1950 and had discussions with the Director, Messrs. John Taylor and Sons (India) Ltd., on (a) bonus to Oorgaum miners for 1948, (b) implementation of the K.G.F. Wage Board's recommendations, (c) reasons for the deduction of Rs. 2-9-0 from the pay of the employees consequent on the grant of dearness allowance linked with the cost of living index, and (d) formation of works committees in the four gold mines.

On 6th December 1950, a number of trainees of the East Asian countries, who are undergoing training in the I.L.O. Asian Field Office, Bangalore, visited the Kolar Gold Fields.

The Labour situation in the State remained peaceful during the month under review.

PUNJAB

December, 1950

The working of the cotton ginning and pressing factories was adversely affected due to export of raw cotton to other States. Subsequently, however, a ban was imposed on the export of cotton.

The fifth meeting of the Minimum Wages Committee relating to the Inferior Employees under Local Authorities was held at Simla on 1st December 1950 ; the Committee made its recommendations final at this meeting.

Four complaints under the Workmen's Compensation Act, 1923 were received during the month under report and were forwarded to the Labour Inspectors for investigation and settlement of claims.

Four unions, two of which were sweepers' unions and a third a contractors' association, were registered under the Indian Trade Unions Act, 1926.

SAURASHTRA

December, 1950

Employment situation in the State marked some improvement, as many of the ginning factories and oil mills in the State commenced working for the current season.

Three trade unions, with an aggregate total membership of 846 were registered during the month.

Conciliation proceedings were held in 8 cases, 5 of which were successful. Of these 8 cases, 6 related to reinstatement, compensation and bonus and one each to discharge of workers and payment of wages. The Labour Officers of the State investigated 10 complaints, of which 7 related to leave with wages.

TRAVANCORE-COCHIN

December, 1950

Conciliation proceedings were held in 18 major cases, 15 of which were successful.

Eleven trade unions were registered under the Trade Unions Act during the month. Marked trade union activity was noticed in the cashew industry.

Of the 283 complaints investigated during the month by the officers of the Labour Department, 114 related to non-payment of wages, allowances and bonus, 79 to dismissals, discharges etc., 17 to denial of statutory benefits, 5 to ill-treatment of workers, 2 to non-implementation of award and the remaining 66 to miscellaneous causes.

Standing orders in respect of 184 industrial establishments in the State were certified by the Certifying Officer under the Industrial Employment (Standing orders) Act.

UTTAR PRADESH

December, 1950

The general labour situation showed in the beginning slight improvement with the termination of the strikes in the Saharanpur and Pilibhit sugar factories and of the play-off in the Swadeshi Cotton Mills, Kanpur. Later on, however, the situation deteriorated on account of constant play-offs in the various industrial undertakings of Kanpur. Reported cases of play-off and closures affected 24 and 8 concerns respectively. In 3 concerns, 93 workers were retrenched.

Prosecutions were launched against the employers of two industrial establishments under section 13(2) of the Industrial Employment (Standing Orders) Act, 1946 for contravening the various clauses of standing orders and in each case a fine of Rs. 50 was imposed.

The State Government certified 88 trade unions as "constituent trade unions" for electing a member to the vacant seat in the U.P. Legislative Assembly from the special Trade Unions Labour Constituency.

EMPLOYMENT AND TRAINING SCHEMES OF THE GOVERNMENT OF INDIA

REPORT FOR THE MONTH OF DECEMBER, 1950

India's Employment Service found jobs for 33,809 persons during December, 1950. This number included 2,330 displaced persons placed with various Railway administrations in the Indian Union, bringing the total of vacancies filled on the Railways with displaced persons to 7,807 against a total of 10,500 Class IV vacancies reserved for this category of applicants.

The number of employment-seekers registered with Employment Offices was 1,15,330, representing an increase of 1,191 over the previous month's figure, Hyderabad, Bombay and Bihar sharing in this increase.

The number of employers who utilised the Employment Service was 5,739, 56.5 per cent. of whom were private employers who took in 20,957 out of the total of 33,809 persons placed in employment during the month.

Of the number of persons placed in employment, 2,524 were women, as against 1,927 during the previous month.

The Central Employment Advisory Committee which met in Delhi on December 11, recommended that the scope of the Employment Service be widened so as to cover recruitment to the plantations, and that recruitment to P. W. D. establishments and other public services be considered through the Employment Service machinery.

Under the Training Schemes of the Ministry of Labour, 11,177 persons including 338 women and 1,969 displaced persons, were receiving training at the end of the month at the various Training Institutes of the Labour Ministry.

ESTABLISHMENT OF ECONOMICS AND STATISTICS BUREAU IN BIHAR

The Government of Bihar in the Finance Department have recently created a Central Bureau of Economics and Statistics. The functions of the Bureau are :—

- (i) To advise the departments and offices of the state Government on statistical and economic questions.
- (ii) To co-ordinate the statistics collected by different departments and offices of the state Government. Subject to guidance from the Bureau, individual departments will continue to collect their own statistics. The Bureau will co-ordinate these statistics, suggest improvements in the existing methods of collection and offer advice in regard to the collection of new statistics. In other words, it will give technical direction and supervise statistical work done by the staff of various departments. It will provide the requisite liaison between the Central Government and the state Government in respect of statistical matters. It will organise in the state sphere any statistical surveys required as part of approved all-India plans.
- (iii) To review, rationalise and standardise as far as practicable, the methods of planning statistical enquiries, collection of data, as well as arrangements, presentation and analysis of statistical data, employed by different departments and offices of Government. Enquiries affecting more than one Government Department or enquiries of a specialised nature will be carried out by the Bureau through the agencies working under it and will be associated with all socio-economic surveys planned by Government.
- (iv) To carry out statistical or economic analysis and research ; to maintain a statistical Laboratory and a Library; and compilation, scrutiny and interpretation of data collected by various departments.
- (v) To prepare, and publish periodical reports, etc., and summarise and interpret statistical material received from various departments or collected by itself.

FOREIGN

I.L.O. INDUSTRIAL COMMITTEE ON BUILDING, CIVIL
ENGINEERING AND PUBLIC WORKS—THIRD SESSION

The Third Session of the Building, Civil Engineering and Public Works Committee of the International Labour Organisation will open in Geneva on the 12th February 1951 and will last till about the 24th February 1951. The agenda for the meeting will consist of the following items :—

- (1) General Report, dealing particularly with :
 - (a) action taken in the various countries in the light of the conclusions of the previous sessions ;
 - (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee ; and
 - (c) recent events and developments in the Construction Industry.
 - (2) Welfare in the Construction Industry.
 - (3) Seasonal unemployment in the Construction Industry and the most effective means of reducing its extent.
-

INTERNATIONAL LABOUR CONFERENCE—34TH SESSION

The 34th Session of the International Labour Conference will open in Geneva on the 6th June 1951. The agenda will be as follows :—

- I. Director General's Report.
 - II. Financial and Budgetary questions.
 - III. Information and reports on the application of Conventions and Recommendations.
 - IV. Objectives and minimum standards of social security (first discussion)
 - V. Industrial relations, including collective agreements and voluntary conciliation and arbitration (second discussion).
 - VI. Co-operation between public authorities and employers' and workers organisations (first discussion).
 - VII. Equal remuneration for men and women workers for work of equal value (second discussion).
 - VIII. Minimum wage fixing machinery in agriculture (first discussion).
 - IX. Holidays with pay in agriculture (first discussion).
-

TRADE UNIONS IN THE UNITED KINGDOM

MEMBERSHIP AND FINANCE IN 1949

The number of trade unions in the United Kingdom at the end of 1949 was 706, with an aggregate membership of 9,262,000. The following table shows the total number of trade unions and their aggregate memberships for certain years since 1935.

TABLE I

Trade Unions and their Membership, 1935-1949

Year	No. of unions at the end of year	Membership at end of year		
		Males	Females	Total
		000's	000's	000's
1935	1,049	4,106	761	4,867
1940	1,004	5,494	1,119	6,613
1945	781	6,237	1,638	7,875
1946	757	7,186	1,617	8,803
1947	734	7,483	1,662	9,145
1948	718	7,637	1,672	9,309
1949	706	7,602	1,660	9,262

The size of the unions may be seen from the following table, wherein the unions are grouped according to their total membership at the end of 1949.

TABLE II

Size of the Unions

Number of members	Number of unions	Total membership	Percentage of	
			total number of all unions	total membership of all unions
1	2	3	4	5
Under 100	132	7,000	18.7	0.1
100 and under 500	203	51,000	28.8	0.6
500 " 1,000	72	50,000	10.2	0.5
1,000 " 2,500	93	143,000	13.2	1.5
2,500 " 5,000	73	258,000	10.3	2.8
5,000 " 10,000	42	284,000	6.0	3.0
10,000 " 15,000	22	264,000	3.1	2.9
15,000 " 25,000	18	333,000	2.6	3.5
25,000 " 50,000	21	738,000	2.9	8.0
50,000 " 100,000	13	968,000	1.8	10.5
100,000 or more	17	6,166,000	2.4	66.6
Total	706	9,262,000	100.0	100.0

In spite of the progressive fall in the numbers of separate unions consequent upon the tendency towards amalgamation, there were still over 400 unions (out of the total of 706) with fewer than 1,000 members each. These numerous small unions account for only about 1 per cent. of the aggregate trade union membership. About two-thirds of the aggregate membership was accounted for by the 17 largest unions, and over 90 per cent. by 91 unions with membership of 10,000 or more.

The following table gives the industrial distribution of membership for certain important groups.

TABLE III
Industrial Distribution of Membership

Group of unions	Males	Females	Total
Metal Manufacture, Engineering, Ship-building, Electrical Goods, Vehicles and Other Metal Trades.	1,581,450	58,950	1,640,400
Coal Mining	779,500	14,800	794,300
Railways	560,740	27,410	588,150
Building and Contracting	496,100	130	496,230
Transport (excluding Railways) and Communications	384,500	53,920	438,420
Distributive Trades	251,450	137,980	389,430
Local Government Service	257,840	109,100	366,940
National Government Service	218,540	125,840	344,380
Education	127,060	178,380	305,440
General Labour Organisations	1,828,910	281,560	2,110,470

At the end of 1949, the number of federations of trade unions in the United Kingdom was 51, the same number as at the end of 1948. Some unions are affiliated to federations in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

In the following table, a summary of the statistics relating to membership and finances of *registered* trade unions of employees is given for the year 1949, together with comparative figures for the years 1948 and 1939.*

TABLE IV
Membership and Finances of Registered Trade Unions

	1949	1948	1939
Number of unions on Register	417	416	424
Number of Members	7,883,736	7,916,564	5,018,968
Income—	£	£	£
From Members	15,885,000	15,413,000	8,867,000
From other sources	1,796,000	1,742,000	835,000
Expenditure—			
Unemployment, etc. Benefit	159,000	180,000**	746,000**
Dispute Benefit	74,000	250,000	163,000
Sick and Accident Benefit	1,151,000	983,000	675,000
Funeral Benefit	492,000	442,000	389,000
Superannuation Benefit	1,725,000	1,681,000	1,200,000
Other Benefits	931,000	659,000	395,000
From Political Fund	517,000	375,000	118,000
Working Expenses	7,945,000	7,535,000	3,408,000
Other Outgoings	1,103,000	810,000	451,000
Funds at the end of the year	58,119,000	54,398,000	22,183,000

In addition to the above, there were 96 registered associations of employers in 1949, with an aggregate membership of 116,021 (Abstracted from the *Ministry of Labour Gazette* November 1950, pp. 365-66).

* Figures in Table IV relate only to trade unions registered under the Trade Unions Acts, 1871 to 1940, whereas the figures in the first three tables relate to both registered and unregistered unions in the United Kingdom.

** The figures exclude state unemployment benefit paid by the unions and recovered from the Ministry of Labour and National Service (£. 61,000 in 1948 and £. 1,753,000 in 1939).

CURRENT LABOUR LITERATURE

ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest, published in the periodicals received in the Labour Bureau, are mentioned below :

International Labour Review (International Labour Office, Geneva)—(a) September—October 1950.—(i) The Thirty-third Session of the International Labour Conference : Geneva, June-July 1950 ; (ii) Home Work in Switzerland by Alice Zimmermann ; (iii) Prospects and Problems of the Textile Industry in Western Germany by Rene Roux ; and (iv) An International Enquiry into Conditions of Life and Work on Plantations. (b) November 1950 : (i) The Joint Maritime Commission and the Maritime Work of the I.L.O. ; (ii) Post-War Developments in the Japanese Textile Industry by Chiang Hsieh ; and (iii) Child Care Facilities for Women Workers.

Asian Labour (Indian Labour Forum, New Delhi)—January 1951.—(i) Technique of Industrial Peace (Editorial) ; (ii) The I.L.O. Vocational Training Institutes by Svend Pedersen ; (iii) The Indian Worker—Impressions by H.L. Bullock ; (iv) Changing Pattern of Japanese Trade Unionism by T. Minakami ; (v) Collective Bargaining by Government Employees in U.S.A. ; (vi) Works Committees in Uttar Pradesh by K. N. Singh ; (vii) Nutrition of the Industrial Worker by H. P. Dastur ; and (viii) Housing Problem in India by S. P. Saksena.

Free Labour World (International Confederation of Free Trade Unions, Brussels)—October 1950.—(i) Trade Unions and Peace by Sir Vincent Tewson ; and (ii) The ICFTU Moves into Asia.

Ministry of Labour Gazette (U. K. Ministry of Labour, London)—December 1950.—(i) Government Vocational Training of Adults ; (ii) Tripartite Advisory Councils for Industry ; and (iii) Agricultural Wages in England and Wales.

Monthly Labour Review (U. S. Department of Labour, Washington)—November 1950.—(i) Recent Cost of Living Wage Adjustments ; (ii) Labour Supply Aspects of Mobilization and (iii) State Labour Legislation in 1950.

Labour Information Bulletin (U.S. Department of Labour, Washington)—November 1950.—(i) Establishment of the Office of Defence Manpower ; and (ii) Work Injury Rate Goes up.

Labour Gazette (Deputy Commissioner of Labour (Information, Bombay) November 1950.—Labour Courts : Review of Decisions for Quarter ending 30th June 1950.

Labour Intelligence (Deputy Commissioner of Labour (Information, Bombay) November 1950.—(i) Minimum Wage Fixing Machinery in Agriculture ; (ii) Appellate Tribunal's Decision in Bonus Dispute ; (iii) A Study of Working Class Family Budgets ; and (iv) Factory Seating.

Labour Bulletin (Labour Department, U. P., Kanpur)—August 1950.—Stray Thoughts on Labour Problems in India by Bansi Dhar.

Mysore Labour Gazette (Department of Labour, Mysore) November 1950.—(i) Labour Welfare in Mysore (Broadcast Talk by the Hon'ble Shri K. T. Bhashyam Iyengar) ; (ii) Nehru, Leader of Labour by Hon'ble Shri Jagjivan Ram ; (iii) Labour Productivity in the United States by George P. Delaney ; and (iv) The Principles that govern the Compilation of the Cost of Living Index Figures by Shri H. K. Chendrasekhara.

The Worker (Hindusthan Mazdoor Sevak Sangh, Bombay)—15th January 1951. (i) How Britain is Conquering Unemployment by Gordon Cummings ; (ii) Human Relations in Industry by N. G. Bose ; (iii) Problem of Textile Workers' Health by V. V. Dravid ; and (iv) Plight of Plantation Labour by B. K. Nair.

Socialist Commentary (London)—January 1951.—(i) A Trade Union at Work by Ellen McCullough ; and (ii) Swedish Trade Unions by Gunner Dahlander.

Commerce (Bombay)—26th January 1951.—Labour Ministers Meet.

ADDITIONS TO THE LABOUR BUREAU LIBRARY

January 1951

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India

1. *Indian Coffee Statistics, 1943-44 to 1946-48*, Directorate of Economics and Statistics, Ministry of Agriculture, Government of India, New Delhi, Manager of Publications, Delhi, 1950, pp. vii + 17, Rs. 1-4-0 or 2 sh.

2. *The Hyderabad Mines Regulation No. XVIII of 1359 F (1950)*, Department of Mines, Government of Hyderabad, Government Press, Hyderabad Dn., 1950, pp. ii + 24, price Rs. 1-8-0.

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4. *A Project is Established*, the Indian Railways Locomotive Manufacturing Workshops, Clittaranjan, Calcutta, 1950, pp. 20.

5. *Administration Report of the Labour Department (Travancore and Cochin) for the Year 1124 M.E.* Travancore-Cochin Government Press, Ernakulam, 1950, pp. ii + 66.

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1. *Mauritius 1948*, Colonial Annual Reports, His Majesty's Stationery Office, London, pp. 136, 4 s. net.

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1. *Economic Status of Library Personnel, 1949*, American Library Association, Chicago, 1950, pp. 47.

2. *Cane Sugar Refining, 1946 to 1948*, Trends in Man-Hours, expended per ton, March, 1950, pp. 7.

2. *Selected Types of Leather, 1946 to 1948*, Trends in Man-Hours, expended per unit 1950, pp. 15.

4. *Economic Status of Dietitians, 1949*, the American Dietetic Association, 620 North Michigan Avenue Chicago, 11, Illinois, 1950, pp. 40.

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5. *Summary of State Labor Laws for Women, 1952*, pp. 8.

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1. *Statistisk Arbok for Norge 60 Argang 1950*, Utgitt Av, Statistisk Sentralbyrå, Annuaire Statistique De La Norvege, 69 IEME Annee-1950, Oslo, I Kommision Hos H. Aschehoug & Co., pp. 404, Kr. 3.50.

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1. *Pakistan Labour Year Book 1949-50*, by M. Shafi, Labour Publications, C/o. Thomas & Thomas Book-sellers, Saddar, Karachi, pp. x-881, price Rs. 19/-.

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1. The Federation of Baroda State Mills and Industries, Baroda, *Managing Committee's Reports for 1946-47 A.D. and 1949-50 A.D.*, pp. 54 and 82.
2. *Accounts of a Farm cultivated by Bullocks and Tractors in Ambala District*, by B. K. Goswami, M.A., Publication No. 9, the Board of Economic Inquiry, Punjab (India) Ludhiana, 1950, pp. 28, Re. 1/-.
3. *Annual Report of the Chief Inspector of Mines in India, for the Year ending 31st December 1948*, Manager of Publications, Delhi, 1950, pp. iv + 200, Rs. 6/10/- or 10sh. 6d.
4. *Report of the Indian Delegation to the Ninth Plenary Meeting of the International Cotton Advisory Committee, held in Washington, May 1950*, Ministry of Commerce, New Delhi, pp. 55.
5. The Employers' Federation of India—
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6. Indian Chemical Manufacturers' Association—
 - (a) *Proceedings of the Eleventh Annual General Meeting of the Association* inaugurated by Shri Jawaharlal Nehru on the 26th December, 1950 at Hotel Imperial, New Delhi. (b) *Eleventh Annual General Session*, (Delhi, 26th December, 1950), Presidential Address by Dr. K. A. Hamid, (c) *Report of the Committee for the Year 1949-50*. (d) *Report of the Committee for the Year 1948-49*, 23-B, Netaji Subhas Road, Calcutta.
7. Indian Paper Mills Association, *Report of the Committee for the Year 1948-49*, Secretary, Indian Paper Mills Association, 23-B, Netaji Subhas Road Calcutta, 1949, pp. 37.
8. Indian Paper Makers Association, *Reports of the Committee for the Years ended 31st December, 1948 and 1949*, Calcutta 1949 and 1950, pp. ii + 67 + 37.

9. Indian Colliery Owners Association, *Report of the Committee for the Year ending 31st December 1949*, Jharia, 1950, pp. XIX + 98.

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2. *Petroleum Committee, Record of the Second Session* (Geneva, November 1948), International Labour Organization, Geneva, 1950, pp. iv+194.

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Employment

The object in giving the following table is to publish up-to-date information on factory employment in respect of each of the States as and when it is available without waiting for the returns from the other States.]

EMPLOYMENT IN FACTORIES*

State	Average daily number of workers employed†						
	1939	1945	1946	1947	1948	1949‡	1950‡
							First half
Ajmer .	13,330	15,877	15,789	15,864	15,877	15,380	16,337
Assam .	52,003¶	58,070¶	53,161	56,119	59,563	61,132	47,811
Bihar .	95,988	168,408	138,990	136,834	148,208	154,730	150,580
Bombay .	466,040	735,774	680,896	702,465	737,460	789,463	771,338
Coorg .	14	27	53	117	74	82	266
Delhi .	17,400	26,870	33,349	31,320	36,894	38,806	41,055
Madhya Pradesh	64,494	110,263	101,355	97,219	101,646	96,273	104,294
Madras .	197,266	279,176	262,292	276,586	288,722	323,950	348,051
Orissa .	5,371	7,427	7,443	10,592	12,329	13,359	13,678
Punjab .	22,468¶	44,759¶	41,620¶	37,486	36,625	39,364	§
Uttar Pradesh	159,738	276,408	257,140	240,306	242,083	233,837	238,415
West Bengal	532,830¶	702,964¶	663,087¶	667,626	678,701	615,465**	§
Andaman & Nicobar Is.	§	§	§	2,065	2,019	2,000	§
Total .	1,626,942	2,436,083	2,255,181	2,274,689	2,360,201	2,413,481	—

* Covers factories subject to the Factories Act. Figures for recent years include those for merged States.

† Obtained by totalling the figures of average daily employment for all factories.

‡ Provisional.

§ Returns not received.

¶ Figures relate to the pre-partition Province of Assam.

¶ Estimated.

** Figures relate to second half of 1949.

Source.—Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

EMPLOYMENT IN THE COTTON-MILL INDUSTRY

Month	Total no. of work-ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
1940					
November	716,051	410,395	241,455	49,053	700,903
December	705,420	417,470	230,596	47,724	704,796
1950					
January	756,905	414,306	236,098	47,327	697,821
February	748,789	404,976	230,340	40,351	684,676
March	747,695	404,065	235,322	38,992	678,379
April	751,671	407,376	236,636	36,489	680,501
May	753,802	405,465	235,702	35,243	676,410
June	767,752	412,802	242,407	39,299	694,508
July	770,238	417,604	242,261	41,552	701,417
August	763,062	410,709	242,582	40,782	694,073*
September	715,278	326,590	178,393	34,315	539,298
October	760,438	395,365	230,720	40,981	666,966
November	759,716	413,985	243,530	42,334	699,858

Employment in the Cotton-Mill Industry during November, 1950, by States

State	Total no. of work-ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
Bombay	420,344	235,415	143,190	15,832	394,446
Kutch	154	154	—	—	154
Saurashtra	11,924	6,714	4,593	—	11,307
Madhya Bharat	44,336	23,033	15,285	2,008	40,326
Bhopal	2,572	914	663	622	2,199
Ajmer	6,153	4,123	1,903	—	6,026
Rajasthan	6,205	3,628	2,042	276	5,946
Delhi	17,487	7,377	4,936	2,619	14,932
Punjab	3,241	1,342	603	618	2,563
Uttar Pradesh	44,580	21,181	15,478	0,285	42,914
Bihar	1,477	1,004	473	—	1,477
West Bengal	28,159	16,838	6,555	3,600	27,093
Madhya Pradesh	33,924	18,190	8,783	4	26,977
Hyderabad	14,077	7,049	4,279	2,094	13,422
Madras	97,788	51,952	27,118	6,503	85,573
Orissa	2,958	871	688	590	2,149
Travancore-Cochin	5,423	2,511	1,400	832	4,743
Mysore	18,914	11,689	5,441	451	17,581
Total	759,716	413,985	243,530	42,334	699,858

Source. — Ministry of Commerce and Industry, Government of India.

Note. — Excludes figures for one defaulting mill.

* Includes an average of 194,724 for Bombay City which relates only to the first 13 days in the month, as from 14th there was a general strike.

NUMBER OF COTTON MILLS WORKING ONE OR MORE SHIFTS

Month	Total no. of mills	No. of mills which remained closed during the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
1949					
November . .	363	35	43	159	126
December . .	363	34	42	160	127
1950					
January . .	364	33	44	160	127
February . .	365	39	36	189	101
March . .	365	33	37	191	104
April . .	364	31	36	203	94
May . .	365	33	41	199	92
June . .	362	29	33	191	109
July . .	362	26	32	178	126
August* . .	362	28	27	181	126
September† . .	364	26	23	148	104
October . .	365	27	25	185	128
November . .	364	24	26	179	135

Number of Cotton Mills Working One or More Shifts during November, 1950, by States

State	Total no. of mills	No. of mills which remained closed during the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
Bombay . .	177	9	9	96	63
Kutch . .	1	—	1	—	—
Saurashtra . .	10	1	—	9	—
Rajasthan . .	6	2	—	3	1
Ajmer . .	4	—	—	4	—
Delhi . .	3	—	—	—	3
Punjab . .	3	—	1	—	2
Madhya Bharat . .	16	1	3	10	2
Bhopal . .	1	—	—	—	1
Madhya Pradesh . .	11	1	2	8	—
Uttar Pradesh . .	22	6	2	3	11
Bihar . .	2	—	1	1	—
West Bengal . .	16	2	2	3	9
Hyderabad . .	6	—	—	3	3
Madras . .	71	1	5	32	33
Mysore . .	7	—	—	4	3
Travancore-Cochin . .	7	1	—	3	3
Orissa . .	1	—	—	—	1
Total . .	364	24	26	179	135

Source.—Ministry of Commerce and Industry, Govt. of India.

* Relates to the first thirteen days only in the case of Bombay City.

† Figures for 63 mills in Bombay City are not included on account of the general strike.

Wages and Earnings

[The object in giving these tables is to publish up-to-date information on the total wage bills and average earnings in respect of each of the States as and when it is available without waiting for the returns from the other States. Table I covers all factories other than Railway workshops as the latter are included in similar statistics for Railways. Table II excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gins and Presses which are mostly seasonal as information on annual earnings in seasonal factories is not comparable with that for the perennial factories.]

TABLE I
WAGES PAID TO FACTORY WORKERS*
(In thousands of rupees)

State	1939	1945	1946	1947	1948	1949†
Ajmer	1,049	2,878	3,167	3,186	3,971	\$
Assam	5,649	10,585	10,684	13,660	17,022	21,089
Bihar	29,375	58,142	59,259	82,920	112,171	127,718
Bombay	144,967	524,903	486,655	591,839	713,024	844,056
Coorg	\$	6	6	15	8	11
Delhi	5,145	24,412	25,971	26,078	36,426	41,154
Madhya Pradesh	\$	33,353	26,279	42,714	47,010	61,061*
Madras	24,622	78,147	88,823	123,439	136,153	180,039
Orissa	515	2,049	1,929	3,027	4,449	4,554
Punjab	3,829†	18,640†	17,857†	14,454	20,282	26,703
Uttar Pradesh	25,485	124,911	119,904	133,432	174,352	198,685
West Bengal	113,424†	282,735†	267,307†	337,875	432,025	\$

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

‡ Estimated.

\$ Not available.

* Revised.

TABLE II
AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS*
(Perennial Industries only)

State	1939	1945	1946	1947	1948	1949†
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ajmer	163.7	419.8	447.8	445.3	527.2	\$
Assam||	263.7	660.5	687.5	755.5	795.8	951.1
Bihar	415.5	538.7	544.0	819.8	1087.1	1034.7
Bombay	370.4	814.7	812.3	977.9	1141.9	1209.5
Delhi	309.4	699.9	837.2	877.7	1047.3	1070.5
Madhya Pradesh	\$	530.6	479.7	572.3	609.2	842.9¶
Madras	175.9	357.6	422.2	560.3	611.8	726.6
Orissa	161.8	417.2	440.1	493.6	612.6	524.5
Punjab||	296.0	578.8	602.0†	628.2	675.9	873.9
Uttar Pradesh	235.6	551.7	593.6	672.8	887.1	993.0
West Bengal||	248.7	465.5	493.8	567.7	723.9	\$

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

‡ Estimated.

\$ Not available.

|| The averages for the years 1939, 1945 and 1946 relate to the pre-partition provinces of Assam, Punjab and Bengal respectively.

¶ Revised.

Source.—Annual Reports on the Working of the Payment of Wages Act.

MINIMUM WAGES IN THE COTTON MILL INDUSTRY

Month 1	Bombay 2	Ahmedabad 3	Sholapur 4	Baroda 5
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
MINIMUM BASIC WAGES DEARNESS ALLOWANCE— 1950	30 0 0	28 0 0	26 0 0	26 0 0
January	52 4 0	63 13 6	52 10 10	61 15 4
February	52 8 0	67 11 0	53 7 10	60 14 8
March	51 7 0	63 13 6	53 7 10	57 7 4
April	50 11 0	68 1 0	51 2 0	61 4 1
May	52 0 0	71 14 9	51 5 2	64 11 8
June	53 4 0	74 9 9	50 1 8	67 2 5
July	53 4 0	73 13 6	51 0 10	66 7 4
August	57 3 0	73 13 6	51 5 2	66 7 4
September	55 13 0	73 13 6	52 4 4	66 7 4
October	56 1 0	76 2 3	51 11 8	68 8 5
November	55 1 0	76 2 3	49 13 4	68 8 5
December	53 4 0	68 1 0	49 6 10	61 4 1
1951				
January	52 12 0	64 9 9	52 15 2	58 2 5
February	50 9 0	62 4 9	—	56 1 1

Month	Indore 6	Nagpur 7	Madras 8	Kanpur 9
	Rs. A. P.	L.F. A. P.	Rs. A. P.	Rs. A. P.
MINIMUM BASIC WAGES DEARNESS ALLOWANCE— 1950	26 0 0	26 0 0	26 0 0	30 0 0
January	47 7 0	41 11 4	42 9 0	53 7 0
February	47 7 0	41 0 6	41 7 0	52 3 0
March	47 7 0	40 3 6	42 9 0	52 8 0
April	47 4 0	39 10 10	42 3 0	52 8 0
May	47 4 0	39 10 10	41 4 0	51 9 0
June	47 4 0	39 10 10	41 7 0	52 0 6
July	48 6 0	39 15 2	41 13 0	53 7 0
August	48 6 0	40 3 6	42 6 0	54 8 6
September	48 6 0	40 7 10	42 9 0	55 5 0
October	49 2 0	41 0 6	42 12 0	55 7 6
November	49 2 0	41 7 0	43 2 0	55 12 6
December	49 2 0	41 7 8	42 6 0	55 5 0
1951				
January	45 15 0	41 4 10	42 6 0	—
February	45 15 0	41 4 10	42 6 0	—

NOTE:— In the cotton mill industry in West Bengal the basic minimum wage is Rs. 20-2-5 p.m. Dearness allowance is paid at a flat rate of Rs. 30 p.m.

Industrial Disputes

INDUSTRIAL DISPUTES IN INDIA SINCE 1939

Year/Mon'th	No. of disputes*		No. of workers involved in disputes†		No. of man-days lost during the period
	Starting during the period	In effect during the period	Starting during the period	In effect during the period	
1939	—	406	—	409,189	4,992,795
1940	—	322	—	452,538	7,577,281
1941	—	359	—	291,054	3,330,503
1942	—	694	—	772,653	5,779,965
1943	—	716	—	525,088	2,342,287
1944	—	658	—	550,015	3,447,306
1945	—	820	—	747,530	4,054,499
1946	—	1,629	—	1,961,948	12,717,762
1947	—	1,811	—	1,840,784	16,562,666
1948	—	1,259	—	1,059,120	7,837,173
1949	—	920	—	685,457	6,600,595
December 1950‡	66	84	41,761	57,083	435,839
January	77	101	60,647	76,169	231,695
February	68	88	36,579	46,546	337,803
March	62	84	27,781	49,699	488,755
April	78	96	37,299	50,295	329,555
May	92	111	66,056	74,337	313,451
June	60	83	31,510	45,715	322,946
July	42	56	14,794	21,188	134,911
August†	60	75	235,817	240,289	2,946,936
September†	54	70	39,333	249,202	4,950,032
October†	65	79	64,698	288,127	2,264,248
†	77	83	51,302	56,736	313,837
December	57	67	36,093	40,761§	160,418§

* Disputes resulting in work-stoppages involving 10 workers or more.

† Includes workers indirectly involved also.

‡ Revised, yet provisional.

§ Not known in 3 cases.

¶ Provisional.

INDUSTRIAL DISPUTES IN INDIA DURING DECEMBER, 1950

TABLE I

Classification of Industrial Disputes by States

State	No. of disputes	No. of workers involved	No. of man-days lost during the month
Ajmer	1	264	309
Assam	—	—	—
Bihar	3	495	4,629
Bombay	27	10,931	24,893
Delhi	—	—	—
Madhya Pradesh	6	3,311	17,103
Madras	6	7,023	8,357
Orissa	—	—	—
Punjab	3	87	210
Uttar Pradesh	6	9,242†	26,130†
West Bengal	15	9,408†	78,787†
Total	67	40,761*	160,418*

* Not known in 3 cases.

† Not known in 1 case.

‡ Not known in 2 cases.

TABLE II

Classification of Industrial Disputes by Industries

Industry	No. of disputes	No. of workers involved	No. of man-days lost during the month
Textiles—			
Cotton	16	17,533*	40,590*
Jute	1	4,000	44,000
Others	10	1,469	5,163
Engineering	7	3,771	4,673
Minerals & Metals—			
Iron & Steel	—	—	—
Others	1	29	29
Food, Drink & Tobacco	5	1,994	10,081
Chemicals & Dyes	1	727	4,362
Wood, Stone & Glass	3	3,580	24,266
Paper & Printing	1	Not known	Not known
Skins & Hides	—	—	—
Gins and Presses	—	—	—
Mines—			
Coal	6	1,025	8,054
Others	—	—	—
Transport—			
Railways	1	275	1,925
Others	1	749	655
Docks & Ports	3	1,126*	3,126*
Plantations	—	—	—
Municipalities	1	17	85
Miscellaneous	10	4,466	13,409
Total	67	40,761†	160,418†

* Not known in 1 case.

† Not known in 3 cases.

TABLE III

Classification of Industrial Disputes by Causes

Cause	No. of disputes	No. of workers involved	No. of man-days lost during the month
Wages and allowances	19	4,993	15,175
Bonus	14	5,327	17,342
Personnel	10	8,517	37,915
Retrenchment	1	142	1,136
Leave and hours of work	1	60	60
Others	22	21,722	88,790
Not known	—	—	—
Total	67	40,761	160,418

TABLE IV

Classification of Industrial Disputes by Results

Result	No. of disputes	No. of workers involved	No. of man-days lost during the month
Successful	10	9,747	11,962
Partially successful	7	2,184	8,522
Unsuccessful	19	11,158	45,560
Indefinite	12	6,048	10,508
In progress	17	10,623	80,863
Not known	2	1,001	3,003
Total	67	40,761	160,418

TABLE V
Classification of Industrial Disputes by Duration

Duration	No. of disputes
A day or less	16
More than a day up to 5 days	19
More than 5 days up to 10 days	7
More than 10 days up to 20 days	4
More than 20 days up to 30 days	4
More than 30 days	—

N.B.—There were 17 disputes, in progress at the end of the month.

TABLE VI
Classification of Industrial Disputes by number of Workers involved

No. of workers involved	No. of disputes
10 or more but less than 100	28
100 or more but less than 500	15
500 or more but less than 1,000	7
1,000 or more but less than 10,000	14
10,000 or more	—

N.B.—Particulars are not known in 3 cases.

TABLE VII
Classification of Industrial Disputes by number of Man-days lost

Man-days lost during the month	No. of disputes
Less than 100	14
100 or more but less than 1,000	24
1,000 or more but less than 10,000	23
10,000 or more but less than 50,000	3
50,000 or more	—

N.B.—Particulars are not known in 3 cases.

Cost of Living

WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA

(Base shifted to August, 1939=100)

State	BOMBAY				UTTAR PRADESH	MADHYA PRADESH	MADRAS
Town	Bombay	Ahmed- abad	Sholapur	Jalgaon	Kanpur	Nagpur	Madras
Original base (=100)	July, 1933 to June, 1934	August, 1926 to July, 1927	February, 1927 to January, 1928	August, 1939	August, 1939	August, 1939	July, 1935 to June, 1936
<i>Cost of Living</i>							
1939 (Aug.—Dec.)	103	107	105	—	105	104	106
1940	107	108	104	109	111	110	109
1941	118	119	115	123	123	119	114
1942	150	156	155	180	181	165	136
1943	219	282	252	284	306	299	180
1944	226	290	276	265	314	267	207
1945	224	272	275	291	308	259	228
1946	246	286	290	326	328	285	240
1947	265	300	340	369	378	320	277
1948	288	333	400	440	471	372	315
1949	292	339	410	425	478	377	330
December	293	341	404	432	432	366	334
1950 January	294	327	404	425	424	366	328
February	290	342	408	421	426	366	334
March	288	356	408	418	426	366	332
April	292	366	412	422	420	367	327
May	297	363	396	421	423	370	328
June	297	363	389	424	432	372	330
July	304	363	395	436	439	375	333
August	307	371	396	446	444	377	334
September	308	371	401	417	445	378	335
October	304	342	399	421	447	378	337
November	297	330	388	428	444	376	333
December	295	322	385	415	435	376	333
<i>Food</i>							
1939 (Aug.—Dec.)	105	109	100	—	106	103	100
1940	112	111	106	111	112	106	114
1941	125	120	118	123	122	117	117
1942	161	169	157	186	181	163	151
1943	225	325	288	302	319	299	218
1944	236	326	297	303	331	263	257
1945	242	303	291	299	326	251	274
1946	283	337	319	350	364	282	293
1947	307	360	387	417	424	320	324
1948	311	374	421	490	514	379	360
1949	327	392	429	462	538	384	382
December	335	397	438	470	465	374	388
1950 January	338	377	441	458	453	374	377
February	329	403	446	448	458	374	385
March	322	426	444	443	462	373	379
April	330	445	451	448	468	375	371
May	339	440	425	440	461	379	371
June	339	442	416	464	464	382	375
July	350	442	428	485	472	386	381
August	355	455	434	499	481	389	384
September	356	454	446	453	486	390	385
October	350	405	440	457	491	390	388
November	337	382	422	431	489	387	381
December	333	366	415	438	475	386	378

Source.—State Governments.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—*contd.*

Months	COCHIN (Base : August, 1939=100)				MYSORE (Base : July, 1935 to June, 1936 = 100)						HYDERABAD (Base August, 1943 to July, 1944 = 100)	
	Ernakulam		Trichur		Bangalore		Mysore		Kolar Gold Fields		Hyderabad City	
	1949-50	1950-51	1949-50	1950-51	1949-50	1950-51	1949-50	1950-51	1949-50	1950-51	1949-50	1950-51
April	370	366	362	350	297	307	297	300	314	318	154	150
May	368	363	359	350	300	311	301	308	311	319	154	158
June	356	368	350	360	302	311	304	311	309	325	157	161
July	361	370	352	362	303	319	302	315	314	334	158	164
August	366	374	357	364	302	323	301	318	315	347	153	162
September	367	375	359	366	296	329	306	321	318	350	148	163
October	366	376	357	367	300	333	306	323	319	353	150	162
November	365	375	357	366	305	330	308	315	324	342	155	163
December	367	380	359	371	305	326	305	327	335	344	159	163
January	369	—	359	—	302	—	306	—	330	—	158	—
February	370	—	360	—	302	—	304	—	329	—	156	—
March	367	—	358	—	302	—	302	—	317	—	158	—

Source.—State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS FOR
DECEMBER, 1950

The working class cost of living index numbers for 15 selected centres in India are given in the following tables. These measure the average changes, as compared to the year 1944, in the retail prices of goods and services which entered into the working class expenditure as compared to the year 1943-45 in these centres.

A detailed analysis for each centre is given below :

Delhi

The cost of living index number declined by 4 points to 129 reflecting a fall in the prices of milk and potatoes in the food group and firewood in the fuel and lighting group.

Ajmer

The index number receded by 2 points to 165. The effect of a rise in the prices of wheat was more than counterbalanced by a fall in the prices of milk, potatoes and sugar. The prices of firewood and some of the clothing articles, e.g., coating, shirting and *pyjama* cloth recorded an increase.

Delhi-on-Sone

The index number declined by 23 points to 195. There was an appreciable reduction in the prices of rice, potatoes and onions in the food group. The prices of some of the clothing articles, however, appreciated.

Cuttack

The index number receded by 2 points to 166. A major part of this recession was accounted for by a fall in the prices of potato, arum and *gur* in the food group.

Berhampur

The index number appreciated by 8 points to 186. There was a rise in the prices of rice, brinjal and plantain in the food group, firewood in the fuel and lighting group and *dhoti*, *saree* and napkin in the clothing group.

Gauhati

There was a fractional recession in the index number which stood at 127. The effect of a fall in the price of tobacco in the miscellaneous group was offset by a rise in the prices of shirting and *saree* in the clothing group.

Silchar

There was a fall of 11 points in the index number which stood at 145. This fall was mainly accounted for by the lower quotations for rice and fish in the food group.

Tinsukia

The index number remained stationary at 111. There was a fall in the price of washing soap in the miscellaneous group.

Ludhiana

The index number advanced by 3 points to 170. Higher quotations for wheat and gram *dal* in the food group and a general rise in the prices of clothing articles were responsible for the rise in the index.

Akola

The index number declined by 7 points to 167. There was an appreciable recession in the prices of *Juar* and *gur* in the food group.

Jubbulpore

The index number appreciated by 10 points and stood at 168. This rise was mainly due to higher quotations for rice and wheat in the food group. There was, however, a fall in the prices of chillies and potatoes.

Kharagpur

The index number receded by 1 point to 136. A fall in the prices of brinjal, potatoes and chillies in the food group and a general rise in the prices of clothing articles were the main features of price trends during the month under review.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

	Del. hi.	Aj-mer	Jam-shed-pur	Jharia	Dehri-on-Sone	Mon-ghyr and Jamal-pur	Cuttack	Ber-ham-pur	Gauhati	Silchar	Tin-sukia	Ludhi-ana	Akro-la	Jub-bul-pore	Kharagpur
1945	103	110	100	97	106	105	102	101	90	92	94	105	98	95	97
1946	107	118	103	122	131	132	106	111	86	96	83	119	107	101	100
1947	122	152	123	139	158	153	117	126	97	110	93	142	139	123	111
1948	132	162	130	153	171	166	134	145	117	132	109	163	156	146	132
1949	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137
1949															
Decem-ber	133	168	138	163	165	163	158	151	124	132	113	163	161	146	134
1950															
January	130	166	135	160	162	163	158	147	122	123	114	160	156	143	134
February	130	174	134	162	172	186	161	147	122	129	116	161	155	143	133
March	130	169	132	168	172	182	160	150	122	136	118	162	157	151	136
April	129	167	134	169	173	181	159	151	122	140	116	162	154	153	136
May	131	169	136	170	171	182	160	151	124	151	113	162	155	151	137
June	133	165	137	175	173	185	162	152	126	145	114	162	158	152	139
July	136	168	141	188	183	203	163	158	128	147	113	165	165	155	140
August	136	168	159	209	192	201	164	171	128	157	113	169	167	154	141
Septem-ber	134	168	162	207	196	202	168	174	128	162	112	168	166	151	138
October	134	172	157	215	216	206*	168	175	131	160	111	168	168	155	141
November	133	167	156*	187*	218	211*	168	178	128	156	111	167	174	158	137
December	129	165	157*	177*	195	194*	166	186	127	145	111	170	167	168	136

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

DELHI

					Food	Fuel and Light- ing	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights					61.0	8.8	6.4	10.8	13.0	100.0
1945	.	.	.	.	103	104	100	99	116	103
1946	.	.	.	.	108	107	100	100	118	107
1947	.	.	.	.	124	114	100	111	135	122
1948	.	.	.	.	125	172	100	138	151	132
1949	.	.	.	.	126	181	100	125	148	132
1940										
December	.	.	.	.	128	172	100	136	148	133
1950										
January	.	.	.	.	122	172	100	136	147	130
February	.	.	.	.	122	175	100	137	147	130
March	.	.	.	.	122	174	100	137	144	130
April	.	.	.	.	121	172	100	138	143	129
May	.	.	.	.	123	172	100	139	147	131
June	.	.	.	.	127	172	100	139	147	133
July	.	.	.	.	131	180	100	139	148	136
August	.	.	.	.	132	173	100	138	146	136
September	.	.	.	.	130	162	100	136	146	134
October	.	.	.	.	131	161	100	137	146	134
November	.	.	.	.	130	157	100	138	146	133
December	.	.	.	.	124	150	100	140	147	129

ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE
PRE-WAR BASE : AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944.

The Chief Commissioner, Delhi has obtained the prices of the items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weights' adjusted to August, 1939 prices. This index worked out to an average figure of 260.8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of December, 1950 on the pre-war base *viz.*, August 1939, may be estimated to be 338.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

AJMER

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.7	8.2	3.0	8.2	16.0	100.0
1945	105	110	100	122	122	110
1946	111	110	100	155	135	118
1947	147	151	100	178	171	152
1948	155	166	100	201	176	162
1949	159	165	100	183	164	161
1949						
December	173	150	100	185	164	168
1950						
January	167	157	100	189	163	166
February	180	167	100	189	163	174
March	174	147	100	189	163	169
April	172	144	100	188	160	167
May	175	140	100	188	159	169
June	169	137	100	194	159	165
July	173	136	100	203	161	168
August	173	136	100	201	162	168
September	173	136	100	200	162	168
October	179	136	100	203	161	172
November	169	143	100	209	161	167
December	165	146	100	219	161	165

JAMSHEDPUR

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	65.8	5.4	4.7	10.2	13.9	100.0
1945	102	100	100	78	106	100
1946	106	105	100	76	109	103
1947	130	120	100	33	129	123
1948	138	154	100	132	133	136
1949	139	166	100	118	149	138
1949						
December	140	162	100	110	153	138
1950						
January	136	159	100	114	151	135
February	132	155	100	125	161	134
March	131	155	100	122	151	132
April	133	155	100	126	151	134
May	135	155	100	129	152	136
June	135	155	100	135	152	137
July	139	172	100	135	158	141
August	163	186	100	131	168	159
September	166	191	100	134	172	162
October	159	191	100	138	171	157
November*	156	191	100	146	169	156
December*	156	192	100	152	172	157

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

JHARIA

	Food	Fuel and Lighting	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	77.7	0.5	6.7	15.1	100.0
1945	98	94	81	102	97
1946	128	96	76	108	122
1947	145	104	78	138	139
1948	151	145	123	177	153
1949	159	128	108	183	159
1949					
December	164	122	116	181	163
1950					
January	160	116	114	181	160
February	163	114	110	185	162
March	170	116	110	182	168
April	172	116	117	178	169
May	173	116	117	178	170
June	180	116	117	178	175
July	197	116	118	178	188
August	223	116	118	178	209
September	221	116	118	178	207
October	232	116	118	179	215
November*	195	100	106	182	187
December*	182	100	106	182	177

DEHRI-ON-SONE

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.6	4.6	2.0	13.5	10.3	100.0
1945	106	109	100	94	118	106
1946	140	120	100	96	129	131
1947	173	129	100	108	150	158
1948	180	126	100	148	171	171
1949	180	147	100	131	183	170
1949						
December	171	159	100	138	176	165
1950						
January	167	159	100	138	173	162
February	181	160	100	137	172	172
March	181	162	100	137	172	172
April	183	162	100	134	172	173
May	180	163	100	133	173	171
June	183	166	100	138	173	173
July	196	167	100	134	181	183
August	207	166	100	142	182	198
September	213	165	100	141	182	196
October	243	165	100	139	182	216
November	248	164	100	130	182	218
December	212	164	100	141	182	195

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

MONGHYR AND JAMALPUR

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.8	5.6	1.7	10.7	12.2	100.0
1945	107	103	100	90	106	105
1946	143	106	100	106	109	132
1947	170	114	100	100	124	153
1948	178	148	100	147	135	168
1949	180	131	100	129	131	171
1949						
December	178	134	100	128	132	163
1950						
January	211	131	100	141	141	188
February	207	131	100	141	141	186
March	202	131	100	141	135	182
April	200	128	100	141	139	181
May	198	123	100	159	148	182
June	202	124	100	154	152	185
July	224	138	100	179	150	203
August	224	127	100	168	146	201
September	226	128	100	164	149	202
October*	234	118	100	157	142	206
November*	242	115	100	161	141	211
December*	218	114	100	165	135	194

* Provisional

CUTTACK

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	67.1	8.9	3.0	8.1	12.9	100.0
1945	98	114	100	105	112	102
1946	105	109	100	104	112	108
1947	120	110	100	110	114	117
1948	137	124	100	127	136	134
1949	153	140	100	130	143	147
1949						
December	169	141	100	136	142	158
1950						
January	166	141	100	136	151	158
February	169	141	100	136	161	161
March	166	141	100	136	173	160
April	166	141	100	136	162	159
May	166	141	100	136	163	160
June	171	141	100	136	157	162
July	171	141	100	136	170	163
August	171	141	100	136	173	164
September	176	141	100	141	173	168
October	177	141	100	142	173	168
November	178	141	100	142	173	168
December	175	141	100	142	172	163

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

BERHAMPUR

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	62.4	7.5	3.3	11.0	15.8	100.0
1945	98	105	100	121	95	101
1946	107	135	100	123	110	111
1947	123	162	100	139	115	126
1948	151	162	100	135	130	145
1949	166	155	100	128	140	154
December 1949	164	147	100	116	138	151
January 1950	158	137	100	113	142	147
February	156	137	100	119	145	147
March	158	147	100	125	146	150
April	159	147	100	125	149	151
May	159	147	100	127	150	151
June	161	147	100	127	151	152
July	170	147	100	127	149	158
August	189	152	100	140	149	171
September	191	167	100	140	150	174
October	190	177	100	144	154	175
November	193	178	100	146	157	178
December	201	209	100	150	157	186

GAUHATI

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.4	8.6	4.5	5.1	18.4	100.0
1945	89	70	100	98	99	90
1946	85	65	100	96	94	86
1947	106	65	100	95	105	97
1948	124	67	100	143	114	117
1949	129	67	100	215	140	128
December 1949	129	68	100	126	140	124
January 1950	124	68	100	131	140	122
February	125	68	100	131	140	122
March	126	68	100	130	140	122
April	126	68	100	128	140	122
May	128	68	100	129	141	124
June	129	68	100	143	146	126
July	131	68	100	148	147	128
August	130	66	100	162	148	128
September	129	60	100	178	149	128
October	130	55	100	241	149	131
November	127	55	100	208	149	128
December	127	55	100	212	147	127

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

SILCHAR

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	71.7	7.1	4.4	6.7	10.1	100.0
1945	89	95	100	88	109	92
1946	94	139	100	78	88	96
1947	111	156	100	94	92	110
1948	105	161	100	179	110	132
1949	141	159	100	135	117	138
1949						
December	134	163	100	128	111	132
1950						
January	122	154	100	129	110	123
February	133	143	100	129	102	129
March	142	156	100	137	101	136
April	145	165	100	144	104	140
May	159	165	100	153	106	151
June	150	165	100	155	108	145
July	152	165	100	157	111	147
August	166	165	100	159	110	157
September	173	165	100	158	110	162
October	171	165	100	155	111	160
November	164	165	100	160	113	156
December	148	165	100	160	115	145

TINSUKIA

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	68.7	7.3	3.2	8.5	12.3	100.0
1945	94	81	100	100	100	94
1946	86	53	100	73	83	83
1947	98	65	100	94	84	93
1948	114	53	100	125	100	109
1949	113	58	100	133	111	110
1949						
December	113	61	100	170	108	113
1950						
January	113	61	100	183	107	114
February	116	61	100	183	107	116
March	119	61	100	183	107	118
April	116	61	100	183	108	116
May	117	61	100	142	108	113
June	118	61	100	142	108	114
July	118	61	100	142	104	113
August	118	61	100	144	102	113
September	116	61	100	144	102	112
October	114	61	100	144	103	111
November	114	61	100	144	103	111
December	114	61	100	144	102	111

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

LUDHIANA

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights		61.2	9.2	3.7	10.8	15.1	100.0
1945	.	108	105	100	98	106	105
1946	.	125	112	100	93	122	110
1947	.	140	150	100	110	135	142
1948	.	183	180	100	135	157	168
1949	.	177	167	100	102	176	164
1949							
December	.	172	153	100	110	185	163
January	1950	167	155	100	110	185	160
February	.	169	155	100	110	185	161
March	.	172	157	100	107	178	162
April	.	173	154	100	107	174	162
May	.	174	156	100	109	168	162
June	.	175	153	100	109	171	162
July	.	176	150	100	116	182	165
August	.	181	149	100	108	195	169
September	.	170	150	100	108	199	168
October	.	177	152	100	117	197	168
November	.	176	152	100	114	195	167
December	.	179	152	100	120	196	170

AKOLA

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights		58.6	7.3	2.1	13.4	18.6	100.0
1945	.	99	88	100	91	101	98
1946	.	116	86	100	90	101	107
1947	.	164	91	100	98	115	139
1948	.	175	204	100	100	123	156
1949	.	193	196	100	105	132	168
1949							
December	.	184	191	100	105	120	161
January	1950	180	189	100	105	113	156
February	.	179	180	100	105	113	155
March	.	177	170	100	105	130	157
April	.	175	163	100	105	126	154
May	.	179	151	100	105	119	155
June	.	185	151	100	105	119	158
July	.	197	151	100	105	120	165
August	.	198	150	100	105	125	167
September	.	197	150	100	105	127	166
October	.	200	150	100	105	125	168
November	.	211	150	100	105	125	174
December	.	199	150	100	105	126	167

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*concl'd.*

(Base : 1944=100)

JUBBULPORE

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.2	7.2	2.7	12.6	19.3	100.0
1945	90	93	100	85	114	95
1946	98	97	100	79	120	101
1947	121	110	100	88	159	123
1948	149	127	100	121	170	146
1949	152	143	100	123	176	151
1949						
December	150	146	100	116	162	146
1950						
January	143	145	100	116	165	143
February	142	145	100	117	170	143
March	147	145	100	117	194	151
April	147	145	100	117	207	153
May	143	145	100	117	208	151
June	145	145	100	117	298	152
July	152	155	100	108	203	155
August	157	157	100	107	180	154
September	153	153	100	107	179	151
October	156	150	100	113	190	155
November	162	143	100	113	188	158
December	170	143	100	115	189	168

KHARAGPUR

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.2	5.9	3.4	10.6	10.9	100.0
1945	97	110	100	83	109	97
1946	102	97	100	76	113	100
1947	116	106	100	80	119	111
1948	135	116	100	126	129	132
1949	142	114	100	125	142	137
1949						
December	140	113	100	110	142	134
1950						
January	139	113	100	115	144	134
February	138	107	100	113	146	133
March	141	107	100	117	148	136
April	141	104	100	122	152	136
May	141	107	100	128	151	137
June	144	108	100	132	147	139
July	146	110	100	130	141	140
August	146	111	100	135	141	141
September	142	110	100	139	141	139
October	144	109	100	146	141	141
November	141	109	100	141	138	137
December	138	109	100	147	136	136

COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT MUFASSAL CENTRES IN MADRAS

(Base : July, 1935 to June, 1936=100)

Month and year	Visakhapatnam	Eluru	Bollary	Cuddalore	Tiruchirappalli	Mathurai	Coimbatore	Kozhikode
1948	338	367	370	372	351	331	337	394
1949	360	396	378	364	365	360	385	409
December	354	403	390	375	376	364	394	403
1950								
January	346	398	388	374	377	352	398	420
February	342	390	393	365	370	344	386	422
March	341	396	397	361	360	343	386	423
April	343	391	393	357	359	344	376	424
May	348	393	387	359	369	343	375	428
June	352	396	390	363	374	343	379	450
July	360	407	382	369	371	345	394	439
August	365	406	371	368	375	350	396	438
September	363	419	372	378	378	354	396	339
October	366	416	369	392	376	354	392	427
November	361	415	380	384	376	355	391	417
December	358	410	371	383	374	348	389	411

Source.—Public (Economics and Statistics) Department, Government of Madras.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian workpeople, viz., Tamils, Telegus and Uriyas on a singleman basis.

(Base : Year 1941=100)

Month and Year	Food	Fuel and Lighting	Clothing	Miscellaneous	House Rent	All Items combined
1	2	3	4	5	6	7
1949						
December	371	290	571	471	266	371
1950						
January	377	323	573	471	266	378
February	367	318	560	471	266	364
March	337	309	590	471	266	351
April	330	279	579	471	266	343
May	333	257	600	471	266	345
June	356	250	641	467	266	361
July	391	214	638	454	266	380
August	390	201	475	454	266	368
September	379	204	440	454	266	359
October	352	197	440	454	266	341
November	344	192	443	454	266	335
December	344	182	423	454	266	333

Source.—Weekly notes by the Director of Labour, Burma.

COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES

(Base : 1937=100)

Country		U.K.	U.S.A.	Canada	Australia	Turkey	Ceylon
Town						Istanbul	Colombo (c)
1938	. . .	101	98	101	103	100	—
1939	. . .	103	97	100	105	101	108*
1940	. . .	119	98	104	110	112	112
1941	. . .	129	102	110	115	138	122
1942	. . .	130	113	116	125	232	164
1943	. . .	129	120	117	129	346	195
1944	. . .	130	122	117	129	338	200
1945	. . .	132	125	118	129	353	221
1946	. . .	132	136	122	131	341	229
1947	. . .	102 (a)(b)	155	134	136	343	252
1948	. . .	108	137	153	148	345	260
1949	. . .	111	165	159	162	378	258
December	.	113	163	160	168†	379	264
1950							
January	.	113	163	159	170	383	271
February	.	113	162	160		388	271
March	.	113	163	162		382	266
April	.	114	163	162	176	374	266
May	.	114	164	162		361	266
June	.	114	166	163		357	271
July	.	114	168	166	180	350	272
August	.	113	168	167		343	274
September	.	114	169	168		341	283
October	.	115	170	169	—	346	279
November	.	116	171	169	—	348	277
December	.	—	174	169	—	—	273

(a) New Series from July, 1947 ; Base : 17th June, 1947 = 100.

(b) July to December.

(c) Base : November, 1938 to April, 1939 = 100.

* August—December.

† Relates to the quarter ending December, 1949.

Source.—Labour Office.

Retail and Wholesale Prices

MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF DECEMBER, 1950

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of consumption items as compared to their average prices during 1944.

Urban Centres

The index numbers for 'all articles of food' showed a clear downward trend during the month under review. This downward trend was due to a fall in the prices of miscellaneous articles of food, *e.g.*, *gur*, vegetables, chillies and salt.

An analysis by the various consumption groups is given below :—

Cereals.—The index numbers for this sub-group fluctuated both ways and no clear trend of prices could, therefore, be ascertained. The fluctuations ranged from a fall of 20 points at Meerut to a rise of 15 points at Agra and in as many as four centres, the index numbers remained stationary.

Pulses.—The index numbers for this sub-group advanced in a majority of the centres. Some of the centres in U. P. recorded a general rise in the prices of pulses.

Other articles of food.—The index numbers for this sub-group declined in all the centres except Surat where it remained stationary. Important articles which registered a fall in the prices were *gur*, vegetables, chillies and salt. In as many as six centres, the decline in the indices exceeded 10 points.

Fuel and Lighting.—The trend of prices in this group was in general downward and the index numbers for this group declined in ten centres. The largest fall of 12 points was recorded at Dohad due mainly to a decrease in the prices of kerosene oil and match box.

Miscellaneous.—The fluctuations in the index numbers for this group ranged from a rise of 8 points at Raniganj to a fall of 9 points at Howrah. No clear trend of prices was discernible in this group.

Rural Centres

The index numbers for "all articles of food" advanced at five centres declined at three centres and remained stationary at one centre. At Maibang and Muniguda, the index numbers for "cereals" declined by 32 and 22 points respectively due to a fall in the price of rice alone. At Multapi, also, a significant rise in the prices of rice and *Jowar* was recorded. The general tendency of the prices of pulses was either to rise slightly or to remain stationary. In the sub-group "other articles of food", the fluctuations of index numbers ranged from a fall of 5 points at Maibang to a rise of 10 points at Muniguda and there was no clear trend of prices. The prices of items in the fuel and lighting, clothing and miscellaneous groups were more or less stable. A noteworthy rise in the index number for miscellaneous group was, however, recorded at Muniguda solely due to an increase in the price of washing soap.

RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base :

Name of Centre and State 1	Cereals			Pulses			Other articles of food		
	Decem-ber '49 2	Novem-ber '50 3	Decem-ber '50 4	Decem-ber '49 5	Novem-ber '50 6	Decem-ber '50 7	Decem-ber '49 8	Novem-ber '50 9	Decem-ber '50 10
I.—Bombay :									
Bubli	147	141	141	126	120	122	166	194	193
Surat	104	107	106	141	142	143	191	152	152
Dahad	142	130	141a	149	154	154	184	181	175
II.—Punjab (I)									
Amritsar	x	x	x	x	x	x	x	x	x
III.—Uttar Pradesh :									
Lucknow	143	143	151	164	164	168	182	191	161c
Agra	135	139	154b	158	168	172	194	180	165c
Bareilly	151	163	168	162	177	181	197	189	174d
Banaras	171	163	154	148	157	164	217	204	188e
Meerut	177	191	171f	153	160	167	197	184	178
IV.—Bihar :									
Patna	175	267	248g	145	167	175	210	206	194h
V.—West Bengal :									
Howrah	141	140	141	109	133	136	167	196	184i
Budge-Budge	144	147	148	116	132	129	171	201	194
Kankinara	133	129	132	114	122	122	158	187	182
Raniganj	156	192	174j	117	115	115	211	205	198
Calcutta	140	137	137	124	130	131	178	195	191
Gouripore	130	132	132	115	124	125	157	190	184
Serampore	137	142	144	125	138	136	176	182	181
Kanchrapora	135	132	132	132	138	142	166	189	181

(a) Rise in the price of rice.

(b) Rise in the prices of gram and barley.

(c) Fall in the prices of gur and potatoes.

(d) Fall in the price of gur, salt and potatoes.

(e) Fall in the prices of potatoes and chillies.

(f) Fall in the prices of gram and bajra.

(g) Fall in the prices of rice, wheat, gram and salloo.

(h) Fall in the prices of gur, potatoes and onions.

(i) Fall in the prices, of gur, chillies, fish, potatoes and brinjal.

(j) Fall in the price of rice.

(k) Fall in the prices of kerosene oil and match box.

(x) Returns not received.

AT 18 SELECTED URBAN CENTRES

(1944=100)

All articles of food			Fuel and Lighting			Miscellaneous			Name of Centre and State.
Decem- ber '49 11	Novem- ber '50 12	Decem- ber '50 13	Decem- ber '49 14	Novem- ber '50 15	Decem- ber '50 16	Decem- ber '49 17	Novem- ber '50 18	Decem- ber '50 19	
									20
									<i>I.—Bombay:</i>
158	176	176	113	109	107	163	163	169	Hubli
166	142	141	103	96	96	146	152	150	Surat
171	168	166	172	151	139	147	152	150	Dohad
									<i>II.—Punjab (1)</i>
"	"	"	"	"	"	"	"	"	Amritsar
									<i>III.—Uttar Pradesh</i>
170	176	160	121	120	123	143	156	159	Lucknow
175	169	164	119	117	125	124	136	133	Agra
181	181	174	131	127	126	128	135	130	Barcilly
194	186	175	135	123	123	302	262	264	Banaras
186	183	175	127	117	121	146	139	145	Meerut
									<i>IV.—Bihar:</i>
191	221	200	148	142	133	153	153	153	Patna
									<i>V.—West Bengal:</i>
158	180	171	104	107	98	160	167	153	Howrah
159	183	178	110	119	119	162	193	195	Budge-Budge
145	165	163	111	169	107	151	155	156	Kankinara
188	190	182	206	163	163	161	171	179	Raniganj
164	176	174	111	107	106	158	159	158	Caldcutta
146	171	167	133	136	134	162	166	170	Gouripore
159	167	166	124	135	133	171	170	169	Serampore
157	173	169	131	132	130	155	158	155	Kanchrapara

RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRES

(Base : 1944=100)

Name of Centres	Cereals			Pulses			Other articles of food		
	Dec. '49	Nov. '50	Dec. '50	Dec. '49	Nov. '50	Dec. '50	Dec. '49	Nov. '50	Dec. '50
1	2	3	4	5	6	7	8	9	10
<i>Eastern Zone</i>									
1. Bamra . .	169	170	171	97	102	102	207	178	174
2. Maibang . .	141	163	131 ^a	142	142	142	165	162	157
3. Shankargarh . .	108	135	137	110	146	147	225	218	218
4. Sonaili . .	x	x	x	x	x	x	x	x	x
<i>Northern Zone</i>									
5. Multapi . .	157	188	206 ^b	128	166	170	185	214	210
6. Nana . .	297	296	296	290	241	241	228	266	269
7. Salamatpur . .	223	214	217	153	222	225	211	220	221
<i>Southern Zone</i>									
8. Krishna . .	171	253	249	182	166	162	183	201	199
9. Lakh . .	186	186	186	187	176	176	171	168	173
10. Malur . .	x	x	x	x	x	x	x	x	x
11. Muniguda . .	190	343	321 ^a	215	263	269	244	250	260 ^c
12. Kudchi . .	126	134	—	123	140	—	199	185	—

Name of Centres	All articles of food			Fuel & Lighting			Clothing etc.			Miscellaneous		
	Dec. '49	Nov. '50	Dec. '50	Dec. '49	Nov. '50	Dec. '50	Dec. '49	Nov. '50	Dec. '50	Dec. '49	Nov. '50	Dec. '50
11	12	13	14	15	16	17	18	19	20	21	22	23
<i>Eastern Zone</i>												
1. Bamra . .	183	164	162	89	87	88	189	194	195	181	185	182
2. Maibang . .	160	159	153	103	103	103	118	130	130	93	91	95
3. Shankargarh . .	161	175	175	106	95	95	128	133	133	160	153	152
4. Sonaili . .	x	x	x	x	x	x	x	x	x	x	x	x
<i>Northern Zone</i>												
5. Multapi . .	166	197	199	112	115	115	94	169	172	141	174	172
6. Nana . .	249	270	272	135	144	142	150	150	150	198	198	198
7. Salamatpur . .	200	219	221	129	100	100	130	137	137	170	259	259
<i>Southern Zone</i>												
8. Krishna . .	181	207	205	163	140	141	153	132	135	219	209	204
9. Lakh . .	176	173	175	93	93	90	133	111	111	141	147	147
10. Malur . .	x	x	x	x	x	x	x	x	x	x	x	x
11. Muniguda . .	228	271	274	124	97	97	133	154	163	173	171	200 ^d
12. Kudchi . .	178	171	—	113	120	—	122	127	—	145	148	—

(a) Fall in the price of rice.

(b) Rise in the prices of rice and jowar.

(c) Rise in the prices of edible oil, turmeric and tamarind.

(d) Rise in the price of washing soap.

(x) Returns not received.

INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS
(Base : July, 1935 to June, 1936 = 100)

District	Rural Centres	Index Numbers		
		December 1949	November 1950	December 1950
1	2	3	4	5
Visakhapatnam . . .	Adivivaram . . .	411	431	433
" . . .	Thettangi . . .	482	488	497
West Godavari . . .	Alamuru . . .	417	428	424
Bellary . . .	Madavaram . . .	462	473	474
South Arcot . . .	Puliyur . . .	439	437	432
" . . .	Agaram . . .	389	409	405
Tiruchirapalli . . .	Thulayanatham . . .	467	486	486
Mathurai . . .	Eriodu . . .	421	446	438
" . . .	Gokilapuram . . .	435	436	439
Coimbatore . . .	Kinathukadavu . . .	420	428	427
Malabar . . .	Koduvalli . . .	526	642	642
Chingleput . . .	Guduvacheri . . .	444	445	448
" . . .	Kunnathur . . .	439	479	471

Source.—Public (Economics and Statistics) Department, Government of Madras.

ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES

The Economic Adviser's Index Numbers of wholesale prices comprise selected items under the groups Food, Industrial Raw Materials, Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

	Cereals	Pulses	Other articles of food	All food articles	Textile products	General Index
1	2	3	4	5	6	7
1947 Average . . .	312	471	232	292	314	297
1948 Average . . .	445	426	269	375	406	368
1949 Average . . .	466	439	277	390	398	381
1949 December . . .	435	382	284	374	395	382
1950 January . . .	431	410	295	379	398	385
February . . .	444	426	315	395	402	392
March . . .	454	440	303	396	402	392
April . . .	458	417	309	399	402	391
May . . .	457	402	319	402	401	394
June . . .	456	409	321	403	399	396
July . . .	475	461	335	423	400	405
August . . .	478	464	340	426	402	410
September . . .	485	475	339	430	402	413
October . . .	495	484	319	427	403	411
November . . .	521	509	281	424	403	411
December . . .	510	507	291	424	404	413

Source.—Office of the Economic Adviser to the Government of India.

Employment Service

EMPLOYMENT EXCHANGE STATISTICS

Period	No. of exchanges at the end of the period	No. of registrations during the period	No. of applicants placed in employment during the period	No. of applicants on the live registers at the end of the period	No. of employers using the exchanges during the period	No. of vacancies notified during the period	No. of vacancies outstanding at the end of the period
1	2	3	4	5	6	7	8
15th August, 1947 to 31st December, 1947	53	207,838	61,729	236,734	2,879*	97,892	68,756
1948	54	868,787	259,774	239,033	3,422*	380,118	55,131
1949	55	1,066,351	256,809	274,335	4,483*	362,011	29,292
December	55	71,819	19,505	274,335	4,284	27,748	29,292
1950—							
January	55	71,475	19,328	269,091	3,912	24,738	27,960
February	54	76,471	20,312	265,295	4,256	24,404	20,788
March	54	87,072	24,976	265,962	4,901	35,193	24,047
April	54	91,897	23,837	281,972	5,233	34,938	29,482
May	64	108,921	29,434	305,003	5,940	30,735	31,484
June	64	109,934	29,859	322,958	5,948	36,901	27,911
July	64	121,017	29,393	345,395	6,919	34,900	24,388
August	65	119,682	29,021	365,732	6,135	34,858	23,432
September	65	101,585	29,377	347,944	6,313	34,802	23,396
October	66	92,835	27,302	338,311	5,523	34,006	25,269
November	66	114,139	34,554	333,628	5,879	43,078	27,570
December	67	115,330	33,809	330,743	5,739	41,664	28,189

* Monthly averages.

Employment Exchange Statistics for December, 1950, by States

State or Region	No. of exchanges	No. of registrations	No. of applicants placed in employment during the month	No. of applicants on the live registers at the end of the month	No. of employers using exchanges	No. of vacancies notified	No. of vacancies outstanding
1	2	3	4	5	6	7	8
Assam	2	2,079	271	9,802	68	351	434
Bihar	4	10,162	2,860	25,424	279	4,608	4,455
Bombay	11	14,745	4,180	34,861	546	6,652	4,183
DelhiRajasthan & Ajmer	6	8,147	2,444	18,379	411	2,928	1,830
Hyderabad	3	3,933	117	6,429	41	184	355
Madhya Pradesh	5	3,922	702	13,814	162	821	1,007
Madras	12	18,002	4,566	63,235	806	5,454	2,768
Orissa	1	505	58	1,548	32	79	497
Punjab	7	6,549	2,037	16,574	545	2,760	2,321
Uttar Pradesh	10	30,916	14,480	64,099	2,423	15,006	5,468
West Bengal	6	16,372	2,094	71,578	426	2,821	4,871
Total	67	115,330	33,809	330,743	5,739	41,664	28,189

Source:—Directorate General of Resettlement and Employment.

TRAINING STATISTICS

Month 1	No. of centres at the end of the period 2	Number of persons undergoing training at the end of the period				
		Technical 3	Vocational 4	Women 5	Apprenticeship* 6	Total 7
1947—						
September	187	5,800	1,878	893	265	8,836†
December	249	5,372	2,439	832	457	9,100†
1948—						
December	435	10,445	4,233	294	2,442	17,414†
1949—						
December	366	5,682	2,046	163	1,023	8,914
1950—						
January	305	4,729	1,630	160	637	7,156
February	278	3,920	1,351	159	513	5,943
March	242	2,758	949	159	355	4,221
April	180	3,458	1,045	55	163	4,721
May	169	3,399	696	142	128	4,365
June	126	4,142	656	138	11	4,947
July	98	6,022	1,162	322	—	7,506
August	63	8,635	1,886	319	—	10,870
September	63	9,465	2,215	319	—	12,020
October	63	9,238	2,136	327	—	11,701
November	63	8,730	2,082	318	—	11,130
December	63	8,466	2,014	338	—	10,818

* The scheme has since been discontinued.

† Excluding disabled persons.

Training Statistics for December, 1950, by States

State 1	No. of Centres 2	Number of persons undergoing training				
		Technical 3	Vocational 4	Women 5	Apprenticeship 6	Total 7
Assam	1	258	81	—	—	339
Bihar	3	424	79	—	—	503
Bombay	5	935	113	—	—	1,048
Madhya Pradesh	1	316	110	—	—	426
Madras	10	901	98	55	—	1,054
Orissa	2	201	48	—	—	249
Punjab	6	974	369	—	—	1,343
Uttar Pradesh	11	1,475	460	118	—	2,053
West Bengal	8	1,534	394	—	—	1,928
Mysore	3	236	42	—	—	278
P. E. P. S. U.	1	89	—	—	—	89
Rajasthan	1	113	—	—	—	113
Travancore-Cochin	4	288	38	—	—	326
Ajmer	1	134	—	—	—	134
Coorg	1	43	29	16	—	88
Delli	4	457	139	149	—	745
Himachal Pradesh	1	88	14	—	—	102
Total	63	8,466	2,014	338	—	10,818

Note.—Apart from the figures given above, 154 Instructor trainees and 205 Primary School teachers were also reported to be undergoing training at the end of December 1950.

Source.—Directorate-General of Resettlement and Employment

Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA

(Percentage of man-shifts lost to man-shifts scheduled to work)

Month	Cotton Mill Industry							Woollen Industry	
	Bombay (b) 2	Ahmed- abad (b) 3	Sholapur (b) 4	Madras (a) 5	Madura (a) 6	Coimbatore (a) 7	Kanpur (a) 8	Kanpur (d) 9	Dharawal (a) 10
1947									
Average . . .	14.4	6.4	19.1	10.3	14.7	13.8	16.1	11.5	—
1948									
Average . . .	13.3	5.9	18.1	9.1	13.9	9.6	16.1	10.6	—
1949									
Average . . .	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	—
December . . .	15.3	7.7	22.5	7.9	11.3	7.4	16.7	9.3	6.7
1950									
January . . .	12.8	7.4	21.0	9.0	11.5	7.6	14.3	9.5	5.8
February . . .	14.7	8.0	21.0	8.8	17.6	8.7	13.6	9.4	5.3
March . . .	15.9	8.7	21.5	9.2	15.4	9.0	16.2	12.5	6.3
April . . .	16.3	9.7	23.3	9.8	14.3	10.2	19.0	12.4	5.0
May . . .	16.4	9.6	23.5	9.7	14.2	20.4	20.8	25.8	8.0
June . . .	15.2	8.9	19.9	9.9	15.8	10.6	19.9	18.4	8.0
July . . .	13.9	8.3	20.3	9.4	16.1	7.4	17.9	13.1	6.2
August . . .	12.3	8.1	17.6	9.2	14.6	8.6	16.7	8.9	8.8
September . . .	*	8.4	19.0	12.0	14.5	8.5	15.6	7.9	13.5
October . . .	*	7.8	18.3	9.5	14.3	8.1	12.8	12.2	13.8
November . . .	13.6	7.8	18.8	8.9	13.3	9.4	12.0	10.0	12.7
December . . .	13.8	7.9	18.3	8.5	13.6	8.4	12.6	10.1	18.7

Month	Engineering Industry		Tele-graph Workshops	Tramway Workshops	Iron and Steel Industry	Ordnance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay (b) 11	West Bengal (c) 12	All India (a) 13	All India (a) 14	All India (a) 15	All India (a) 16	All India (a) 17	All India (a) 18	Kanpur (a) 19
1947									
Average . . .	13.8	—	—	—	—	10.6	12.2	1.4	15.5
1948									
Average . . .	13.4	—	—	—	14.3	8.5	10.9	10.9	8.0
1949									
Average . . .	13.6	—	—	—	13.5	8.0	10.1	10.8	11.3
December . . .	12.3	9.1	—	—	10.0	7.9	8.7	9.2	5.6
1950									
January . . .	11.9	8.9	7.1	19.3	12.2	7.5	9.6	7.3	4.9
February . . .	12.9	9.4	7.7	12.0	11.4	8.1	9.7	10.7	5.7
March . . .	15.1	14.7	9.1	16.7	14.0	11.0	11.3	13.3	6.7
April . . .	16.3	16.2	8.8	23.7	14.1	13.2	11.4	15.5	8.4
May . . .	18.9	15.5	10.8	17.2	15.2	11.8	16.5	14.9	10.7
June . . .	14.0	12.3	9.6	13.4	14.4	9.4	12.8	12.1	7.5
July . . .	12.0	9.3	7.9	14.4	12.2	7.7	8.6	10.3	15.5
August . . .	10.1	12.7	7.1†	11.9	11.8	6.9	10.2	10.1	21.0
September . . .	11.1	—	7.2†	12.2	10.5	8.3	8.7	9.0	4.2
October . . .	10.0	—	7.4†	20.1	10.6	7.2	10.3	9.6	5.9
November . . .	12.9†	—	7.5	13.4	11.6	7.4	9.0	9.6	4.8
December . . .	11.8	—	7.3	13.9	10.5	7.7	9.0	9.0	5.2

Sources—

(a) Government of India; Labour Bureau.

(b) Government of Bombay; Deputy Commissioner of Labour (Information)

(c) Labour Commissioner, West Bengal.

(d) Employers, Association of Northern India.

* There was a general strike in the Cotton Textile Industry in Bombay City.

† Revised.

*Absenteeism in Manufacturing Industries in India,
during December, 1950, by Causes*

1	No. of returns 2	Percentage of absenteeism due to				
		Sickness or accident 3	Leave other than holidays 4	Social or religious causes 5	Other causes 6	All causes 7
Cotton Mills—						
Madras State	33	2.3	4.3	1.7	1.7	10.0
Madras	1	2.3	4.2	0.9	1.1	8.5
Madura	7	2.1	7.5	2.5	1.5	13.6
Coimbatore	15	1.8	2.5	0.7	3.4	8.4
Tinnevely	5	3.1	3.7	3.3	0.3	10.4
Others	5	3.0	3.5	0.5	1.0	8.0
Woollen Mills—						
Dhariwal	1	2.5	11.4	0.1	4.7	18.7
Iron & Steel Factorics—						
All States	7	2.2	4.8	0.5	3.0	10.5
West Bengal	3	2.4	0.9	—	1.8	5.1
Bihar	3	2.1	4.2	0.7	3.4	10.4
Madras	1	1.3	2.3	2.4	—	6.0
Ordinance Factorics—						
All States	20	1.0	4.8	0.2	1.7	7.7
West Bengal	3	0.8	2.7	0.1	3.3	6.9
Bombay	5	0.7	6.7	0.1	1.3	8.8
Madhya Pradesh	3	0.9	6.8	—	0.8	8.5
Uttar Pradesh	7	1.5	3.6	0.6	1.2	6.9
Madras	1	0.6	4.4	0.4	0.1	5.5
Punjab	1	2.9	4.1	—	2.6	9.6
Cement Factorics—						
All States	7	2.4	3.9	0.5	2.2	9.0
Madras	3	1.9	3.0	0.4	1.5	6.8
Madhya Pradesh	1	1.5	2.5	1.3	2.7	8.0
West Bengal	1	2.5	3.9	—	2.2	8.6
Bihar	1	4.0	6.6	0.1	2.5	13.2
Match Factorics—						
All States	5	3.2	3.2	0.6	2.0	9.0
Bombay	1	2.6	4.7	2.4	1.5	11.2
West Bengal	1	2.3	1.1	—	2.7	6.1
U. P.	1	1.8	3.5	0.2	1.3	6.8
Assam	1	3.4	1.3	0.1	1.1	5.9
Madras	1	7.1	5.4	—	3.4	15.9
Tramway Workshops—						
All States	4	3.0	3.9	5.2	1.8	13.9
Bombay	1	3.7	3.4	—	2.3	9.4
Delhi	1	5.5	6.0	2.6	0.1	14.2
Calcutta	1	2.3	5.5	8.4	2.0	18.2
Madras	1	3.1	—	7.3	0.7	11.3
Telegraph Workshops—						
All States	2	2.3	3.8	0.4	0.8	7.3
Bombay	1	2.4	9.2	1.0	—	12.6
West Bengal	1	2.2	0.5	—	1.4	4.1

ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

Month	Manufacturing						Gold Mining	Plan-tations
	Tex-tile	Engin-eering	Food and Drink	Chemicals and Dyes	Wood and Ceramics	Mis-cellaneous		
1949								
Average	11.8	11.8	19.2	13.7	11.8	12.2	14.5	—
November	10.8	13.5	19.0	12.3	13.1	12.1	28.4	—
December	10.5	13.2	22.7	16.5	12.5	12.0	20.7	—
1950								
January	11.5	13.4	18.3	13.1	7.4	14.0	18.6	—
February	11.0	13.8	22.9	13.3	8.5	14.1	16.2	—
March	10.3	13.9	21.3	11.7	9.3	16.5	10.4	—
April	12.2	13.6	19.1	12.7	9.4	17.7	11.1	—
May	14.1	14.5	28.1	14.1	10.5	8.3	20.3	—
June	11.5	12.1	21.4	12.2	9.0	13.3	11.8	—
July	9.7	10.7	20.7	10.5	7.7	13.0	9.3	—
August	11.6	10.9	18.4	10.1	7.9	13.3	10.5	—
September	10.3	11.6	21.8	10.7	8.1	12.8	11.1	—
October	9.7	9.7	11.8	13.3	7.3	13.5	9.6	17.5*
November	10.2	11.0	14.0	13.3	7.9	6.9	10.4	20.3

Absenteeism in Manufacturing Minindg and Plantation Industries in Mysore State during November, 1950, by Causes

Industry	No. of returns	Percentage of absenteeism due to				
		Sickness or accident	Social or religious causes	Other causes		All causes
				With leave	Without leave	
1	2	3	4	5	6	7
Manufacturing :						
Textile	18	1.2	0.8	4.7	3.5	10.2
Engineering	16	2.6	1.0	3.3	4.1	11.0
Food and Drink . . .	5	1.4	1.7	3.4	8.4	14.9
Chemicals and Dyes .	3	3.5	3.6	2.6	3.6	13.3
Wood and Ceramics .	8	0.6	0.5	3.7	3.1	7.9
Miscellaneous	5	1.8	0.2	2.4	2.5	6.9
Gold Mining	3	3.7	0.1	1.8	4.8	10.4
Plantations	20	3.6	4.0	1.1	11.6	20.3

Source.—Labour Commissioner, Mysore.

*The figures were previously being included under "Food and Drink".

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